RECEIVED,

APR 13 1967

SEDF

1611 Riggs Pl. N.W.
Washington D.C.
April 12, 1967

Dear Marv,

Putting your records together with mine it was fairly easy to figure the accurate amounts for salary and expenses:

date	Salary	Expenses	Total
4/27/66	840.00	—	840.00
5/6/66	—	335.38	335.38
6/1/66	640.00	473.23	1,113.23
Total	1,480.00	808.61	2,288.61

I have located some of my expense notes, from which I figured the reports I previously submitted to you. If you wish, I can copy these notes and send them to you, although they may not correspond 100% with the final reports I filed - if you ever find them.

(over)

I have declared on my income tax the $1,480.00 shown on the above table.

I have yet to file with you expense and salary reports for my July '66 trip to Cleveland (which included a follow-up "stop" in Chicago to obtain additional important data I was unable to get on my first trip there). Also - while working on the project and before going to work (payroll) for the P/RAC I made a trip to Washington to obtain Census Income-Family Size data from a special Computer print out OEO had done - the data which will make the revised Baltimore + Philadelphia reports possible, as well as the reports on the other 3 cities

Even with these expense and salary reports there should be some $ left in the grant.

It was indeed unfortunate that your "first" expenditure summary failed to reach me - since "my statistician" has now accepted full time employment elsewhere, and it will be hard to locate someone else to do the statistical work-ups and I have difficulty seeing when I will be able to take a week off to do them myself.

Nevertheless, I do hope that the reports can and will be produced - and shall try to arrange to get them done somehow. Fortunately, we are dealing with 1959-60 Welfare and Census data - which will not be "deteriorated" because of the delay in the report write-ups.

Sincerely,

Edwin A Day

Winahur
then
welfare ? research

April 13, 1967

Mr. Edwin A. Day
1611 Riggs Place, N.W.
Washington, D.C.

Dear Ed:

Thanks so much for the breakdown of salary and expenses. This will help us in preparing our Form 1099.

I do hope that the reports come out fairly soon. I would like the Stern Fund to know that we keep our word.

Sincerely,

Marv Rich
Executive Director

MR/lp

COPY

Poverty Rights
Action Center

Don't take ads - M/SC

POVERTY/RIGHTS ACTION CENTER

1713 R STREET, N.W.
WASHINGTON, D. C. 20009
TEL: (202) 462-8804

GEORGE A. WILEY
Director
EDWIN A. DAY
Associate Director for Research and Program Development

RECEIVED
JUL 28 1967
SEDF

July 25, 1967

Mr. Marvin Rich
Scholarship, Education, Defense Fund
150 Nassau Street
New York, New York

Dear Mr. Rich:

Over the course of the past year a new movement has been building. From deep in the ghettos and barrios of American cities welfare recipients and other poor people have been banding together to seek a better life for themselves and their families. They are joining together under the banner of the National Welfare Rights Movement.

The organization, which now encompasses more than 250 groups in 80 cities and 30 states, will hold its founding convention August 25-28 in Washington, D.C. We will be publishing a souvenir program and journal to mark this historic occaision. We hope your organization will want to extend its greetings and support to this new national organization by purchasing space in this journal.

Your contribution and greetings in the journal would be a tangible and visible indication of your concern for and support of the efforts of poor people to better their lot.

Sincerely yours,

George A. Wiley

George A. Wiley,
Director

P.S. Please note that the copy deadline is August 14th.

NATIONAL COORDINATING COMMITTEE OF WELFARE RIGHTS GROUPS

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MRS. JOHNNIE TILLMON
California
Vice-Chairman:
MRS. ETTA HORN
Washington, D.C.
Secretary:
MRS. KATE EMERSON
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MRS. LOUIS WEISS
IRVING WORKOFF

THE NEW YORK TIMES, SATURDAY, JULY 1, 1967

Welfare Clients March at City Hall in the Rain

Demonstrators Meet With 4 Top City Aides, but Mayor Refuses to See Them

The New York Times

Welfare recipients speaking to newsmen inside City Hall

By DAMON STETSON

A long line of rain drenched welfare clients paraded for more than three hours outside City Hall yesterday to emphasize their demands for improved treatment.

The clients, carrying multicolored umbrellas and hand-painted signs that blurred as they got wet, arrived by bus and subway from all sections of the city. Their demonstration was part of a nationwide effort yesterday by the National Welfare Rights Movement to focus attention on the needs of relief recipients.

Mrs. Beulah Sanders, chairman of the Citywide Coordinating Committee of Welfare Groups, explained that the major demands of the clients demonstrating at City Hall, estimated to number between 1,000 and 1.500 people, were to bring all clients up to the minimum standards for clothing and furniture; to protest the proposed food-stamp program for the city and to urge immediate negotiation to end the work stoppage by caseworkers in the Welfare Department.

Clothing Grants Demanded

Clients marching back and forth on the sidewalk on Park Row chanted "More Money Now." Some of the signs they carried read, "Stamps Are for the Birds," "Automatic Clothing Grants Now." "We're Sick of Red Tape," "We Want to Be Treated Like Human Beings," "Minimum Standards for New York City."

Dr. George Wiley, director of the Poverty Action Center in Washington, and a participant in the demonstration, said that welfare clients were legally entitled to a complete wardrobe in compliance with established standards, but that the city had not been giving clients the clothing to which they were entitled. A press spokesman for the Welfare Department said later it was the policy here to provide clothing and furniture to meet the minimum standards.

A delegation from the client group met briefly in the Board of Estimate chamber with the Deputy Mayor, Timothy W. Costello; the Welfare Commissioner, Mitchell I. Ginsberg; the Human Resources Administrator, Mitchell Sviridoff, and the city's Labor Relations Director, Herbert L. Haber. But the client group walked out when Mayor Lindsay did not appear.

They had asked to meet with Mayor Lindsay, but he left for a luncheon meeting with the Uptown Chamber of Commerce at Columbia University without conferring with the demonstrators. Earlier, at a news conference, the Mayor had declared that he would not meet with any group that was demonstrating outside City Hall.

"The one way not to meet with the Mayor," Mr. Lindsay said, "is to demonstrate in front of City Hall."

When Mrs. Sanders reported to the demonstrating relief clients that the Mayor wouldn't see them, her report was greeted by boos and jeers.

Interspersed among the welfare client demonstrators were members of the Social Service Employes Union who have been battling to get the city to submit all unresolved issues in their contract dispute to fact-finding.

Last night 25 Brooklyn welfare recipients, accompanied by priests from the Good Shepherd Mission in the Brownsville section, conducted a sit-in in the lobby of Welfare Department headquarters, 250 Church Street. The Rev. John Powis of the Roman Catholic mission said they were seeking the enactment of emergency procedures during the union's work-in, including the use of "intelligent community people" as assistants in welfare centers.

Yesterday was the first pay day since the union's work stoppage began as a work-in on June 19, with partcipants reporting but refusing to perform assigned work. Caseworkers who have not worked were not paid, but regular checks for clients were mailed as usual.

NEW YORK TIMES, SATURDAY, JULY 1, 1967

THE POOR PROTEST ACROSS COUNTRY

Welfare Recipients Charge Inadequacies in System

By ROBERT B. SEMPLE Jr.
Special to The New York Times

WASHINGTON, June 30 — Thousands of welfare recipients staged coordinated demonstrations in cities and towns across the country today, protesting what they called inadequacies in the welfare system.

Officers of the National Welfare Rights Movement, who helped organize the protests, maintained a central command post here throughout the day. They said they were pleased with the turnout.

They also promised further demonstrations and predicted "direct action" on the local level unless grievances were remedied.

Edwin Day, associate director of the national group, said that "despite adverse weather in several cities, and despite the fact that most of the demonstrators were actual welfare recipients, we still got close to 5,000."

1966 Protest Recalled

A similar demonstration last year also produced a turnout of about 5,000. However, Mr. Day said, about half of those were "supporters" of the welfare rights movement.

He said that the presence of so many welfare recipients in today's demonstrations indiciated a growing willingness on the part of the "victims" of the system themselves to protest.

The command post here had no final tally on the number of cities where demonstrations occurred. Demonstrations had been scheduled for 58 cities, and officials here thought the final total would be "exactly that or close to that."

In nearly all the protests, demonstrators carried "basic need forms" prepared by the National Welfare Rights Movement. The forms included blank spaces for listing basic minimum requirements for rent, food, clothing and furniture. The form said in part:

"Federal and state laws require that families be provided with welfare benefits adequate to insure a minimum standard of health and decency. Contrary to these laws, I do not get enough money in my welfare grant to meet my family's needs."

Possible Consequences

Observers here who have been trying to assess the significance of the welfare protest movement see two possible consequences.

One would be the eventual formation of a nationwide lobbying group for the poor—a group that, depending on its size, could have considerable political weight. There are more than eight million persons on welfare.

At the very least, a strong welfare protest movement would be able to place pressure on Congress, and on the Department of Health, Education and Welfare, for fundamental changes in the welfare laws.

One basic change sought by critics of the present system is a national minimum standard for welfare payments.

45 Stage Boston Rally

BOSTON, June 30 (AP) — Welfare recipients demonstrated under overcast skies today in Boston, Springfield and Pittsfield in support of demands for improvements in regulations.

In Boston some 45 members of Mothers for Adequate Welfare marched to Boston Common for a noon rally.

Two of the group's demands are that policemen be removed from welfare offices and that welfare recipients should be on the boards that make decisions about welfare problems.

'Rights and Respect'

Special to The New York Times

PHILADELPHIA, June 30—About 200 persons staged a rally in front of the County Board of Public Assistance here today, demanding "rights and respect" for persons on relief.

The demonstrators carried placards with such inscriptions as "Millions for the moon—pennies for us," "Our kids go hungry while you make us wait" and "Welfare is a right, not a privilege."

While the demonstration was in progress, a delegation presented a petition to William P. Sailer, executive director of the board of assistance. The petition charged that persons on relief were often accorded "abusive and degrading treatment."

150 March in Cleveland

Special to The New York Times

CLEVELAND, June 30—About 150 persons most of them on relief, participated in a five-mile march to the Cuyahoga County Welfare Department today to protest inadequacies in welfare payments.

At the welfare building the members were met by Eugene F. Burns, the county's Welfare Director. He invited representatives of the marchers into his office and heard their demands.

Mr. Burns was presented with a list of 162 basic needs, which welfare recipients say are not covered under present systems. The total demands included 78 pairs of shoes, 148 pairs of socks, 44 pairs of boots, 140 undershirts and shorts, 41 coats, 46 dresses and 141 shirts.

Chicago Gets Demands

Special to The New York Times

CHICAGO, June 30—About 40 welfare recipients, representing a five-week-old organization called Welfare Recipients Demand Action, picketed branch offices of the Cook County Public Aid Department on the north and west sides of Chicago today.

They arrived at each office in a bus. At each stop four spokesmen made an orderly presentation of "demands" to officials.

They asked Miss Dorothy Rosenstein, supervisor for the northern district, for separate clothing allowances and increased food grants. They were told the state law would have to be changed for this to be done.

The demonstrators said some case workers did not inform welfare recipients of all aid services available. A spokesman for the department conceded that this had been true of some new case workers. Miss Rosenstein arranged to see the delegation again July 15.

At the general assistance office on the west side, the women asked Paul Peifer, administrative assistant there, for improvements in allotments for clothing, household supplies and rent.

He said the agency was circumscribed by rent ceilings established by state law, and that he had too few staff people to help recipients in overcrowded apartments find more adequate living quarters.

100 Protest on Coast

Special to The New York Times

LOS ANGELES, June 30 — About 100 welfare recipients peacefully marched a mile today from Pershing Square to the County Board of Supervisors' hall in Civic Center.

They carried signs reading "Stop welfare brutality," "General relief O.K. for dogs, not for us," "Aid to the dead is like putting sugar in the ocean" and "More money now."

More than 220,000 perso
now receive welfare paymen
in Los Angeles County. Lea
ers had hoped for a turnout
500 to 1,000, but civil righ
workers pointed to the difi
culty of coordinating such e
forts in metropolitan Los A
geles, an area of about 1,0
square miles. Few of the r
cipients have telephones.

Leaders of the protest pr
sented a 10-point program
supervisors urging an increa
in general relief, improveme
in social workers' attitudes t
ward recipients, and an end
practices that they said e
couraged unemployed fathe
to leave their families.

[illegible] of the Convention, as [illegible] and Journal will be pub- [illegible]

[illegible] the publication will [illegible] of the Convention. It [illegible] Program of the Conv[illegible] articles about welfare [illegible] the welfare rights movement [illegible] of the movement's leaders [illegible]

[illegible] expended printing the pub- [illegible] in the Official Journal [illegible] Convention, and the statement [illegible]

[illegible] accomplishment to show [illegible] by extending [illegible] and [illegible] new organization.

file under

National Welfare Rights Organization
1762 Corcoran St., N.W.
Washington, D.C.20009

Phone: (202)462-8804

1968 Prospectus

Components

1. Training and Leadership Development	$74,000
2. National Headquarters Operation (10 months)	98,000
3. Local Organizational Development	144,500
TOTAL	$316,500

National Welfare Rights Organization
1968 Prospectus

BACKGROUND

The national welfare rights movement is less than two years old. In that time it has protected the rights of hundreds of thousands of welfare recipients and gotten them millions of dollars of cash benefits that they would not of otherwise had. In August, 1967, a national convention was held which founded the National Welfare Rights Organization which is now composed of approximately 6,000 dues-paying members, in over 100 local welfare rights organizations in 50 cities and 26 states. In addition, there is a network of about 200 more groups in various stages of development, some in the same cities but also in an additional 30-50 cities and 10-15 states. By and large, the groups which are well-formed and functioning are affiliated with NWRO. Most of the other groups are on our mailing list and receive our materials.

The national headquarters is now an efficiently functioning unit producing a newsletter to link local groups together, providing organizing guides and information on welfare rights and welfare laws, and keeping grass roots constituency informed on federal policy changes which affect them. This proposal is therefore composed of three parts which seem to be the key to the future of the organization:

1. Leadership development program to train the national leadership and to strengthen grass roots leaders across the country;

2. A program to maintain national headquarters as an effective communications and information center.

3. Development of field organizing operations in cities across the country.

A separate prospectus on the training program is attached (yellow sheets).

Following is an overview of the needs of the national headquarters and proposed field offices.

NATIONAL HEADQUARTERS

National headquarters of the National Welfare Rights Organization is composed of two non-profit corporations. The Poverty/Rights Action Center has those staff members and functions which are largely political and not tax-exempt;and the Misseduc Foundation carries on educational and charitable functions consistent with its tax-exempt status and charter. These are two fiscally independent agencies which operate under the same roof, with a close working relationship. Both are responsible to the officers of the National Welfare Rights Organization.

For purposes of this prospectus and budget no distinction will be made between the needs of these two components or of a third corporate entity which we plan to establish in the near future, to seek federal grants and operate federally sponsored programs in cooperation with local welfare rights groups across the country.

National staff currently consists of ten full-time people, several part-time employees, and a large number of volunteers. We have recently established an off-set printing shop and a photography workshop capable of producing the newsletter and other informational materials completely within our own shop.

We expect to add a federal programs man in the very near future to operate our new corporation and one more program person. These are the only major staff expansions anticipated.

LOCAL ORGANIZATIONAL DEVELOPMENT

The future development of the welfare rights movement depends upon the placement of key staff people to work with developing leaders and to promote strong organizations particularly in large metropolitan areas across the country.

PLAN

It is our plan to develop a network of organizing bases in the key cities across the country. In some cases where a strong citywide or statewide organization exists we will use that existing structure rather than establish a NWRO office in that area.

For example, such arrangements presently exist in New York City where about one-third of our affiliated groups are located and where there is a base of more than 75 welfare rights groups. The Citywide Coordinating Committee of Welfare Rights Groups has a full-time staff person (Hulbert James) and an office which operates under the Executive Committee of the Citywide Coordinating Committee rather than under NWRO directly. We maintain a close working relationship with this office and assist in raising funds to support it. This organizing base in New York City is a key field operation and we would recommend funding it directly through Citywide.

We are moving now on the development of a Chicago office which we hope to open in April.

PRIORITIES

Our priorities for the development of these kinds of organizing centers should follow these guidelines:

1. Areas where there is a substantial concentration of welfare recipients and other poor people representing a substantial organizing potential.

2. Places where these concentrations exist in politically significant areas (particularly the big states which are of greatest political significance nationally).

3. Areas where welfare recipients are already in motion and have begun developing organizing on local initiative

4. Areas where local resources have begun to be mobilized or are potentially mobilizeable to support the effort.

5. Areas where a good working relationship exists or can be developed between the local groups and NWRO.

6. Areas where significant coalitions might be developed with other community organizations.

Each of these criteria is significant and judgments about how and when and where to move ahead need to be made by considering them in concert. The most logical plan for developing the organization requires a flexibility in the use of resources since we anticipate resources to be limited as compared to the need.

PROGRAMMING FUNDS

In this connection we suggest that wherever possible funds for welfare rights organizing be channeled through the NWRO and that these would be allocated to the various cities on the basis of the need of those cities at the time. Our hope is to be able to develop financial support in each area. We estimate cost of a basic operation in each center to be about $25,000 per year, and expect the national office share to be $5-10,000 on the average.

Deord

National Welfare Rights Organization
1968 Prospectus

LIST OF SUPPORTING MATERIALS

ORGANIZATIONAL AND FINANCIAL INFORMATION-Green folder:

Left pocket:
- Brief History of NWRO
- Facts about NWRO
- Summary report of income May, 1966-Jan. 1968
- Financial report as of Jan. 31, 1968
- Auditor's report for 1967

Right Pocket:
- NWRO leaders
- List of NWRO leaders
- NWRO membership report
- List of affiliated groups, Jan. 1968
- Survey of welfare rights activity by state
- NWRO constitution

ORGANIZING MATERIALS - Blue folder:

Left pocket
- How to start a welfare rights organization
- How to link-up with the NWRO
- Promotional materials in Spanish
- NWRO Application for affiliation

Right pocket:
- NWRO membership and dues plan
- Promotional materials in English
- NWRO membership card and basic needs forms

PROGRAM MATERIALS - Red folder

Left pocket:
- Welfare laws
- Welfare handbooks
- Song sheet

Right pocket:
- Summary of the 1967 Social Security Amendments (anti-welfare law)
- Questions and Answers about the law
- Analysis of the anti-welfare law
- Summary of the Kennedy welfare amendments of 1967
- Petition card for fighting the anti-welfare law

PUBLIC EDUCATION MATERIALS - Gray folder

Left pocket:
- NWRO Greeting card
- The Poverty Line: What is it?
- Description of the anti-welfare bill
- Reproduction of NY Times articles

Right pocket:
- Welfare:Guaranteed Poverty (a factual booklet on welfare)
- NWRO literature list
- Goals of the NWRO
- Facts sheet on public welfare in the U.S.

NEWSLETTERS - Black folder

Left pocket
- Last 14 issues of the 1967 newsletter

Right pocket:
- First 2 issues of the 1968 newsletter

National Welfare Rights Organization

FIELD OPERATIONS BUDGET

In addition to the New York City and Chicago operations, we expect to have a third field office open by the end of April. We then expect to open three more by the end of June, three additional in July, and one in September.

The overall budget for these field operations is as follows:

April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
6500	6500	12,500	18,500	18,500	20,500	20,500	20,500	20,500

NINE-MONTH TOTAL = $144,500

National Welfare Rights Organization

NATIONAL HEADQUARTERS OPERATING BUDGET

	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec
Salaries	5400	5800	6400							
Fringe	400	400	500							
Rent	300	300	300							
Utilities	100	100	100							
Telephone	900	900	900							
Paper	500	500	700							
Printing supplies and services	200	200	200							
Stationery and office supplies	150	150	200							
Travel	450	450	500							
General program expenses	300	300	400							
TOTALS	8700	9100	10,200	Approximately $10,00 per month						

TEN-MONTH TOTAL = $98,000

NATIONAL WELFARE RIGHTS ORGANIZATION
Headquarters: Poverty/Rights Action Center
1762 Corcoran Street, N.W.
Washington, D.C. 20009

PROSPECTUS

Training Programs

Components:

1. Training and development of national welfare rights leaders	
a. April leadership training conference	$13,000
b. Two National Coordinating Committee meetings	4,000
c. Five Executive Committee meetings	3,000
2. Approximately 25 state training conferences	30,000
3. National Welfare Rights conference	24,000
TOTAL	$74,000

NATIONAL WELFARE RIGHTS LEADERSHIP TRAINING CONFERENCE

Place: Washington, D.C. Date: April15-20, 1968

BACKGROUND

At its founding convention, August, 1967, the National Welfare Rights Organization set up a national leadership team of nine officers selected at-large, and a National Coordinating Committee, to be composed of one representative from each state with at least one affiliated welfare rights group. New York City is permitted two extra representatives because of its large number of welfare recipients and its large number of welfare rights groups. The Organization has also provided for each state representative to have an alternate.

At the first meeting of the National Coordinating Committee, February 3-4, 1968 in Chicago, a high priority was placed on training and leadership development to cope with the many problems confronted by a national organization of poor people. The National Coordinating Committee, therefore, mandated the holding of a week-long training institute in April to work on the development of knowledge and skills needed for their leadership position. In addition, there is to be a major national training institute in the Midwest the latter part of August for welfare rights leaders from across the country.

PROGRAM

The training priorities and agenda for the April training conference will be worked out by the Executive Committee of the NWRO (the 9 national officers) when they meet in mid-March. The following are a few of the topics which will certainly be addressed:

1. Nature of government decision-making, federal, state, and local, including an examination of the welfare structure and how it works.

2. Welfare law and federal welfare policy

3. The Social Security Amendments of 1967 (the anti-welfare law).

4. Fundraising 5. Public Relations

6. Handling finances and organizational management

7. Strategies for changing welfare

8. Income maintenance--the guaranteed annual income , negative income tax, family allowance.

9. The organization and nature of allied organizations (church, labor, civil rights).

10. Training programs for jobs, new careers, day care, family planning, and other social services.

TRAINEES

Participants would be approximately 75 officers, national coordinating committee state representatives, alternates from across the country. We expect 30-35 states to be represented.

COST

Travel for trainees (in part being raised by each trainee)	$5,000.
Food and lodging (@ $8/day)	for 5 days 4,200.
Rental of meeting space	700.
Preparation and reproduction of training materials	1,500.
Travel for technical consultants and resource people	1,100
Administrative costs (postage, telephone, etc.)	500.
TOTAL	$13,000

NATIONAL TRAINING CONFERENCE

August 21-24, 1968 To be held in the Mid-West

Purpose: To develop local leadership in the Welfare Rights Movement, to provide the broadest exchange of ideas for welfare recipient leaders across the country, and to develop spirit and esprit d'corps by being together and sharing ideas with their fellow leaders across the country.

Trainees; The trainees would number approximately 1500 which would permit 3 or 5 people from each of the 300-500 local welfare rights groups which will be in existence at that time.

Content: Subjects to be covered will include:

1. Welfare Law
2. Welfare Rights under Federal Policies
3. How to Organize a Welfare Rights Group
4. Structure and Goals of the National Welfare Rights Org.
5. How to Organize and Run Meetings
6. How to Build Membership
7. Fundraising
8. Public Relations

Cost:

Travel and lodging subsidies	$8,000
Meeting space rental	3,000
Preparation and Production of training materials	6,000
Travel for consultants and resource people	2,000
Administrative costs (phone, postage and mailing)	2,000
Conference organizer and clerical help (3 months)	3,000
TOTAL	$24,000

National Welfare Rights Organization

STATE TRAINING CONFERENCES

BACKGROUND

There is a great need in the welfare rights movement for the training of local leaders in organizing techniques, welfare law, and other skills necessary for building and holding together an organization.

The state is a good working unit for training conferences because distances are usually manageable for holding one-day meetings and because of federal regulations there is supposed to be a uniform statewide welfare code. There have been a number of state meetings held in the past which by and large have not sufficiently been services by national headquarters.

We hope to promote the holding of many additional state meetings. We hope also to prepare welfare rights materials pertinent to that state for such state training conferences and to provide resource people at the training conferences to conduct workshop sessions.

TRAINEES

We would expect each state conference to draw 100-200 participants depending upon the state. They would be local welfare rights leaders or potential leaders from that state.

ADMINISTRATION

We anticipate the need for one full-time and one part-time person to work on organizing these conferences and preparation of materials for them. We expect to hold 25 such conferences.

BUDGET - 10 months - 25 conferences

Salaries	12,000
Training and educational materials (25 conferences x $200 ea.)	5,000
Travel	8,000
Administration (postage, rent, phone, etc.)	5,000
TOTAL	$30,000

National Welfare Rights Organization

NATIONAL LEADERSHIP MEETINGS

There shall be five meetings of the National Officers during 1968, probably in March, May, July, August, and October.

These would cost approximately $600 each for a total of $3,000.

There shall be two meetings of the National Coordinating Committee in addition to those in conjunction with training conferences which would probably be held in June and in November. These will cost approximately $2,000 each for travel subsidies, housing, etc.

BUDGET

Five Executive Committee meetings @ $600	$3,000
Two National Coordinating Committee meetings @ $2,000	$4,000
TOTAL	$7,000

[illegible] 1915 – January 1966 BOX [illegible]

File SEDF

February 5, 1965

CONFIDENTIAL NEWSLETTER

CORE Scholarship, Education and Defense Fund
150 Nassau Street, Room 1312
New York, New York 10038 (phone 964-8297)

Memorandum to: Members of the Board of Directors

From: Andrew Norman, President
Mrs. Ann Singer, Administrator

To bring members up to date on CORE SEDF program, plans, and budget, following is a summary of the minutes of the December 8 Board meeting, the minutes of the Executive-Program Committee meeting on December 21, and notes from a follow-up budget planning session of Andrew Norman, Marvin Rich and Ann Singer.

Scholarship Program

Mrs. Barnes, Chairman of this Committee, reports that as of this date, 21 college students and 6 law students are receiving scholarship grants from SEDF for the spring, 1965 term. SEDF spent $30,000 for the 1964-65 school year. While no absolute ceiling has been set for this program, it is estimated that between $35,000 and $40,000 will be needed for it during 1965.

Board members will be interested to know about one of our students, James Earl Potts from Jonesboro, Louisiana. Mr. Potts has this week enrolled and integrated previously all-white Louisiana Polytechnic Institute. The Klan is very active in this northeast section of Louisiana, and it is an extremely tense area and dangerous for those working for civil rights. Mr. Potts is a very dedicated, courageous and experienced worker for equality. He is a very good student, and completed one semester and a summer school session at Grambling College before deciding to integrate Tech.

Legal Defense

It was generally agreed at the last Board meeting and at the Executive meeting, that activity by SEDF in the area of legal defense should and will be greatly expanded during 1965.

At the December 8 Board meeting, the members approved allocating $3,000 for a legal conference to be held in New York City over the week-end of February 19-21. Lawyers (approximately 200) from all over the country involved in civil rights activity will attend. Conference planning is well underway, and there will be five working sessions:

The NLRB and Racial Discrimination
The Unconstitutional Use of Bail
Affirmative Uses of the Injunction
New Approaches to Landlord-Tenant Relationships
Civil Rights and the Anti-Poverty Program.

Last year's conference was very helpful in coordinating and making more effective the work of these attorneys, and it is hoped this year's conference will be equally useful.

With regard to other plans for legal defense in 1965, Marvin Rich asked the Executive Committee that SEDF begin now to pay for much more legal defense. SEDF, in addition to the $3,000 granted for the legal conference, is now paying legal fees and bills, mostly in New York, at the rate of about $12,000 per year. This pays the fee ($125 per week) of a legal coordinator in New York City, and $450 per month for office expenses of two lawyers. This agreement was made at an earlier Executive Committee meeting and ratified by the Board on December 8. In addition, SEDF has paid a number of legal disbursement bills on an ad hoc basis. Subject, of course, to ratification by the full Board at its next meeting, the following plan was worked out.

It was proposed that SEDF now take on a much greater obligation, particularly in the South where legal services are desperately needed, and that in order to help pay for this expanded program, SEDF take over CORE's large annual art show. This show has been netting about $40,000 and is held in May. Plans for this year's show are well underway now.

The needs for and costs of retaining lawyers for ~~the remainder of~~ SEDF's fiscal year (to September 1) are as follows: $20,000 for lawyers in Louisiana (this program is already in operation), $14,400 for one full-time lawyer in Mississippi (for a new program), $14,400 for a full-time lawyer in north Florida, $3,600 for an existing program in North Carolina, and then the $15,000 being spent in New York City ($12,000 for the ongoing program and $3,000 for the conference). This means that about $50,000 will be needed for legal defense for the remainder of this fiscal year, to September 1, and a total of $67,400 for all of 1965.

It was agreed that Mr. William Ellis of SEDF's Legal Committee would be asked to begin preparing a memorandum regarding precisely what legal defense activities SEDF can support given its tax-exempt status. This memorandum should be distributed to the various lawyers so they will know for what kinds of services and cases they can bill SEDF. These lawyers will be paid directly by SEDF on a retainer basis and will submit itemized bills for their fees and disbursements. Mr. Ellis and Mr. John Allison are meeting on February 5 along with Andrew Norman, Carl Rachlin, Marvin Rich and Ann Singer to review and specify this whole program for presentation to the Board.

Leadership Development Program

It was generally agreed at the Board and Executive meetings that a leadership development school and workshops for staff, workers, members of civil rights organizations and community leaders was a top priority program for 1965. However, since this requires considerable planning, thought and expert advice, it was felt that implementation of this program should wait until SEDF has a full-time Executive Director in April.

In the meantime, however, the opportunity arose for the Fund to sponsor the first workshop of CORE's Southern Program in New Orleans, January 21-23. A memorandum was sent to all Board members regarding allocation by SEDF of $2,031.50 for this Workshop. Since no unfavorable responses were received, this money was allocated, and the Workshop was very successfully carried out. A portion of the allocation was unused and will be returned. Marvin Rich will report to the Board on this and other leadership development ideas at the next meeting. The Workshop (1) provided much needed training for CORE workers and community leaders, and (2) provided good ideas for SEDF's future leadership development programs.

Voter Registration

Another program area agreed to be of great importance to SEDF in 1965 is voter education and registration. At the Executive-Program Committee meeting on December 21, Marvin Rich proposed that SEDF now begin a voter registration drive in South Carolina. There is a good chance for success there and two workers are available to carry out a spring program. It was felt that if real progress could be made in South Carolina, then it will help the Fund in raising money for more complicated and difficult voter projects elsewhere, such as in Louisiana.

The Committee agreed to allocate $5,000 for a program to be titled the Citizenship Education Project in South Carolina, the money to be used to pay the two workers, Frank Robinson and William Emerson Brown, starting January 1. The full amount was sent and put in a bank account, and the two workers will be responsible for keeping their own books and reporting to CORE SEDF, as was done in the north Florida and Louisiana projects. Ratification by the full Board of this program will be requested at the next meeting.

Meridian Memorial Community Center

Mrs. Newman Levy, Consultant on Fund Raising for National CORE, reported to the Board on plans for the Center and the contemplated fund drive. She indicated that Ralph Samuel of New York City has agreed to serve as one of the co-sponsors of the Committee for the Center. On December 15 a press conference was held to publicize the opening of the fund drive, and considerable coverage of the conference was given on television and in the newspapers. Jackie Robinson spoke at the press conference, as well as Andrew Norman and Paul Willen, the architect.

It appears at this time that the land to be purchased for the Center will not be the plot originally proposed by Paul Willen. A number of complications were encountered with regard to this property, in particular the problem of relocating a number of families, so that Mrs. Levy, Andrew Norman, Shelley Appleton, John Allison, Paul Willen and others involved in the planning have concluded that another site consisting of 1½ acres would be better. A full report will be forthcoming on this from Mrs. Levy and Mr. Willen.

Community Centers is a whole new program area in which SEDF will want to be involved in 1965. Marvin Rich feels that a number of other organizations, notably the National Association of Social Workers, will want to cooperate with SEDF on such projects. It was reported, in this connection, that Mr. Robert Wechsler is contributing $8,000, through SEDF, to build and get underway a St. Francisville Community Center in West Feliciana Parish, Louisiana. Mr. Wechsler worked in that area last summer and at that time explored the needs and wishes of the local people for such a center.

James N. Mays - Field Representative in Mississippi

Mr. Mays was employed by SEDF on June 1, 1964, and has been working successfully among the rural people in the Jackson area since about July 15, after completing a period of training. Mr. Mays was active in getting Negro farmers out to vote in the federal agricultural committee elections in December. He has been supervised mainly by Mr. Jac Wasserman of the National Sharecroppers Fund whose office is in Atlanta.

At the last Board meeting, Mr. Rowland Watts proposed, after discussion, that Mr. Mays be taken over now by the National Sharecroppers Fund. While it was agreed that the SEDF Board is pleased with Mr. Mays' work and feels that the money and effort put into this project have been most worthwhile, the considerable difficulties of SEDF's supervision of Mr. Mays were noted and it was voted to ask the Sharecroppers Fund to assume future responsibility. Ann Singer has corresponded with Miss Fay Bennett, Executive Secretary of the Sharecroppers, and arrangements are being worked out for Mr. Mays to be transferred to their payroll as of February 1.

Publication - Free and Equal

At the last Board meeting, Dr. Jacob Cohen, Editor of the publication, indicated that unless funds were forthcoming from foundations solicited, it would be necessary to abandon this project. Before and since that December 8 meeting, great effort has been made to secure funds to commence publication of the magazine, but without substantial success. Therefore, at a meeting of the Publications Committee with Dr. Cohen on January 28, it was very reluctantly agreed that it would not be possible to publish the magazine. SEDF is obligated to pay the salary of Dr. Cohen ($8,000 per year) to September 1, and precisely what writing or other work he will do for SEDF remains to be worked out. A proposal that Dr. Cohen write civil rights articles and other material to be placed in already existing publications such as Harpers, Reporter, etc., was discussed, and the decision on this will be reported to the Board at its next meeting.

Shipment of Books, Clothing and Supplies to Southern Centers

Marvin Rich reported to the Executive-Program Committee that CORE has stored approximately three box-carloads of donated books, clothes and other items and does not have money to ship these things to the South where they are sorely needed. The Committee questioned whether this kind of activity is allowable under the Corporation charter. After checking the By-Laws of the organization, authorization was given to send the things at SEDF expense, by the cheapest possible means.

Remedial Reading Program

It will be recalled that at the September 28 Board meeting, Mr. James Farmer presented a very large and ambitious remedial reading proposal to the members. Marvin Rich reported to the Executive Committee on follow-up of this proposal. He explained that a number of discussions were held regarding this program, and it was determined that if the considerable amount of needed federal money was to be obtained, this major remedial reading project would have to be a joint program with a number of civil rights groups cooperating. It may still be that some money for this will later be channeled through SEDF, but SEDF cannot undertake this alone at this time.

Administration

It was reported confidentially to Board members at the last meeting that Marvin Rich has accepted the position of full-time Executive Director of SEDF and will commence on April 1. (He will be paid $10,400 per year.) At that time, Mr. Rich had not had the opportunity to notify all of his CORE colleagues of the change and to plan for his replacement in the CORE organization, and therefore asked that the information be kept confidential. Until April 1, Mrs. Singer will continue working for the Fund on a three-day per week basis. SEDF has not had a secretary up to now, but as of February 3, Miss Linda Umans, who has been secretary to Dr. Cohen, will commence working full time for SEDF. The organization now has office space at 150 Nassau Street, Room 1312, New York, New York 10038 (phone 964-8297), for which the rent is $110 per month. Taking these salaries, rent, supplies and all such necessary expense into account, administration costs for 1965 will be approximately $18,000.

There was general agreement at the Board and Executive meetings that an independent audit of SEDF's books for the fiscal year ending August 31, 1964 should be made. Mr. Samuel Perelson, a Certified Public Accountant, of 270 Madison Avenue, was asked to make this audit and will do so shortly. Mr. Perelson has also agreed to meet with SEDF staff people to set up efficient and authoritative bookkeeping procedures. His fee for this work will be approximately $250.

Budget for the Fiscal Year, September 1, 1964 through August 31, 1965

Here is an estimated budget and an income projection (made in December, 1964) for this fiscal year.

Estimated Budget for CORE Scholarship, Education and Defense Fund, Inc.

September 1, 1964 through August 31, 1965

Scholarships		$40,000
Legal Defense		
New York Legal Conference	$ 3,000	
Local programs--beginning January 1, 1965 through December 31, 1965		
Louisiana	$20,000	
Mississippi	14,400	
North Florida	14,400	
North Carolina	3,600	
8/12 of	$52,400 =	
	$35,000	
New York City (Zalon - 52 x $125)	$ 6,500	
(office expenses - 11 x $450)	5,000	
	$11,500	
Total--~~January 1 through August 31~~:		$49,500
Voter Registration		
South Carolina	$ 5,000	
California	3,000	
		$ 8,000
Administration		
Rich (5/12 of $10,400)	$ 4,333	
Singer (35 x $75)	2,625	
secretary (7/12 of $5,000)	2,917	
rent (7 x $110)	770	
expenses	1,355	
telephone	1,000	
social security	250	
		$13,250
Mississippi Project		
Mays (4/12 of $6,000)	$ 2,000	
expenses	700	
		$ 2,700

Program Development		$ 4,500
Magazine		
Expenses to February 28	$10,000	
~~6/12 of $8,000~~ for Dr. Cohen	8,000	
		$18,000
Shipping Books, etc., to Mississippi and elsewhere in the South		$ 3,000
TOTAL		$138,950

more ....

Income Projection for the Fiscal Year, September 1, 1964 through August 31, 1965

Earmarked reserves from prior years:		
Scholarships	$2,000	
Legal defense	6,000	
Magazine	1,000	
Mississippi project	1,700	$ 10,700
Receipts (including $2,100 for magazine) in calendar year 1964 (9/1 - 12/31)		11,500
Anticipated art show profit (to be earmarked for legal defense)		40,000
		$ 62,200

Unallocated 1963-64 surplus : $46,084.31

Budget	$134,950
Income	62,200
Deficit (to be raised)	$ 72,750
To be budgeted out of 1963-64 surplus	$ 25,000

(Note: $72,750 is estimated to be within our ability to raise in the remainder of 1965 fiscal year, with the efforts of the Board and staff.)

(Some of the budget items are, of course, rather contingent. The New York City legal program may terminate or be reduced in the spring, saving as much as $5,750. The Mississippi project may continue as our responsibility through January, costing an additional $650. 'Program development' is contingent on programs not being fully funded by special grants within this fiscal year. The magazine expenses may be covered, at least to some extent, by special grants.)

(As these contingencies occur or fail to occur, and as our fund raising progresses, we will take on new spending commitments for this fiscal year to the extent possible and reasonable.)

As of this date, because of the large expenditure for spring term scholarships and for other programs explained in this report, our surplus funds have been cut to $13,000 with about $5,000 more left in our operating account. We do not expect any substantial additional income until the art show in May. Therefore, it is clear that Board and staff must get major fund raising efforts underway immediately.

- - - - -

Dear Friend:

Since this newsletter was prepared the Attorney General has appointed Federal registrars in Dorchester and in Clarendon County, South Carolina. CORE SEDF staff is moving to take advantage of this opportunity.

Sincerely,

Marvin Rich
Executive Director

10

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FUND, INC.
150 NASSAU STREET, ROOM 1312
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

NEWSLETTER

47

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Volume I, No. 1 September, 1965

EDITORIAL NOTE The CORE Scholarship, Education and Defense Fund Newsletter is designed to give our friends and supporters a clearer understanding of the scope and extent of our varied programs. Your comments on our program and on the newsletter are welcomed. Permission to reprint articles is granted.

* * *

BOGALUSA SUCCESSES Following months of harrassment from the Ku Klux Klan and a lack of police protection, SEDF obtained an injunction requiring the Bogalusa city police to cease harassing civil rights workers and to provide them with protection.

Testimony indicated that on several occasions police arrived after the attacks were over or when police were present during the attacks they looked on and did nothing. Representing SEDF were attorneys Robert Collins and Nils Douglas of New Orleans.

After the injunction was signed by Judge Herbert Christenberry on July 10, police protection was still inadequate. On July 16, three demonstrators were beaten while picketing Pine Tree Plaza Shopping Center. State police stood by observing the attacks. However, three of the men who harassed the demonstrators were later arrested. By the time of the marches of July 19 - July 21, police protection had improved. While trying to march from Papermakers Union Hall to the Court House there were no incidents on the picket line, although hecklers were present.

In a follow-up suit brought by the Department of Justice Klan leaders admitted that they had assaulted pickets and demonstrators, threatened Negroes with death, brandished guns and clubs and threatened civil disorder to discourage demonstrations and speeches. Testimony also indicated that Bogalusa City attorney Robert Bester was a member of the Klan. The city attorney is responsible for prosecuting in the City Court charges against Klansmen arrested for violence against demonstrators.

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In addition to the successful issuance of the injunction against the city police, there were other marked successes resulting from the CORE demonstrations. Effective September, 1965, the 1st and 12th grades of the Bogalusa public schools will be integrated. Negroes who want to register to vote no longer have to travel twenty miles to the county seat in Franklinton to register. There are now registrars in Bogalusa. Several hundred jobs have been promised by Federal agencies.

* * *

BONDS -- CAN THEY DESEGREGATE THE SOUTH?

SEDF has just filed a suit in Monroe, Louisiana. Its purpose is to prevent the sale of school bonds until the city files an acceptable desegregation plan.

The basic argument is that the use of funds from the bonds to construct segregated schools will deprive Negroes of equal protection under the 14th Amendment and will result in the use of public funds for an unconstitutional purpose.

The suit will prevent delivery of the bonds for almost sixty days. During this time, SEDF hopes to settle the case in court or through negotiation.

The technique gives great power to civil rights groups since the funds are urgently needed and delay by the school board may result in significant additional cost. Two school desegregation plans have already been secured by SEDF through this method. St. Tammany Parish, Louisiana was the first to offer such a plan in April, 1965. Jackson Parish, Louisiana agreed to desegregate in August, 1965. In both cases the school boards agreed to integrate four grades immediately.

The bond technique may be useful in other areas as well. Hence, it may be possible to block the sale of bonds for streets, parks, hospitals, etc. unless the facilities are desegregated.

* * *

FILE VOTER INJUNCTION

SEDF attorneys Collins, Douglas & Elie have filed for an injunction in the Federal District Court of Louisiana against the New Orleans voter registrar and the State Board of Registration. The injunction names A. P Gallinghouse and Gov. John McKeithen as officials charged with the responsibility of registering eligible voters in New Orleans.

The SEDF suit maintains that the defendents "have utilized and are still utilizing acts, procedures and devices intended to impede and obstruct the registration of Negroes who are eligible to register to vote."

- continued -

The suit maintains that Negroes are required to produce excessive and unreasonable documentation of identification and residence and that the registrars have required Negroes to read portions of the registration application in violation of the Federal Voting Rights Bill of 1965. SEDF's suit also maintains that deputy registrars have listed the party affiliation of some Negroes to be that of the "States Rights" Party when, in fact, this was not the case.

SEDF maintains that the defendents have denied Negroes the opportunity to register to vote and this denies to them the equal protection of the laws as guaranteed by the 14th Amendment. It also maintains that the requirements of documentation are so vague as to be ~~that~~ in violation of the due process clause of the 14th Amendment and of the provisions of the 15th Amendment.

* * *

HOUSING PROBLEM Johnny Lee Watson, a student attending the University of South Florida on an SEDF scholarship, reports that the head of the university housing bureau referred him to the Janitorial Department when he realized that Mr. Watson was a Negro.

* * *

VOTER REGISTRATION SEDF responded to the ~~interest~~ opportunities aroused by the new Voter Rights Law by making a small grant for voter registration work in Louisiana.

Ronnie Moore, project director, reports that students, volunteers and staff members canvassed, distributed leaflets, held clinics and took people to the registration office. He reported that "private and public intimidations still exist in rural communities particularly. Fear of economic, physical and political reprisal was prevalent."

Nonetheless, 11,443 Negroes were registered to vote in 12 parishes within three weeks.

* * *

SUE TO REOPEN POOLS SEDF northern Florida counsel, John Due, has filed an injunction suit which may be of major importance. On July 4, 1964, a group of Negroes attempted to swim in a pool designated by the City of Tallahassee for whites. That afternoon the city manager ordered all swimming pools closed. The SEDF suit maintains that the pools were constructed, supported and maintained by public funds for the health, education, safety and welfare of the people and that the segregation policy illegally denied Negroes their rights to use the pools on an equal basis. The injunction requests the Federal Court to reorder the reopening of the pools on a non-discriminatory basis and to enjoin the city defendents from selling or leasing the pools for the purpose of evading the court action. District Judge Carswell said that closing the pools was wrong, but the Federal court had no power to reverse the action. If, however, the Fifth Circuit Court reverses this decision, it will be a major victory since the techniques of closing facilities that Negroes wish to integrate has been an effective threat in many Southern communities.

* * *

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FUND, INC.

150 NASSAU STREET, ROOM 1312
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

NEWSLETTER

October-November, 1965 Vol. I, No. 2

47 FALL SCHOLARSHIPS Forty-seven students have received Eleanor Roosevelt Scholarships for the fall semester. Scholarships are awarded by SEDF to students who have demonstrated leadership ability in the field of civil rights and whose need arises from their civil rights activity.

Grants range from $100 to $1,500 per year. Twelve students are attending northern colleges such as Yale, Syracuse, Boston University, Western Reserve, Bard and Columbia. Seven will be among the first Negroes to attend previously all-white schools and one white student is the first to attend a previously all-Negro university.

Four students have been graduated. These are Samuel Bolden of Boston College, Patricia Stephens Due from Florida A&M, Mattie Dennis from Tougaloo and Joe Louis Smith from Southern University. Mr. Smith is now enrolled in the Fletcher School of Law and Diplomacy. The others are teaching.

Without SEDF aid these students would not have been able to complete their education. Judy Benninger, a student at the University of Florida Law School has written us, "The law school has delayed my acceptance just long enough to make sure that the fellowship deadline passes, and since it will be a major victory if I can get in without going to court, I want to be able to enter. It is not an academic question, but simply that...I am very undesirable...I am fairly certain that if I enter this fall, I will be able to get the fellowship for the next term on a competitive basis."

The program is budgeted for $55,000 for the coming year. The Stern Family Fund generously made an outright grant of $10,000 and also has offered to match on a dollar for dollar basis other grants up to $10,000.

* * *

11,000 REGISTERED James T. McCain, South Carolina Project Director, reports that 11,234 Negroes have been registered in September and October in the 29 counties the project operates in.

McCain reports: "The second month since the passage of the voting bill still finds interest among Negroes at a very high level in South Carolina. Many counties have given additional days for registration, while others still give only the one day required by South Carolina law...

"Dorchester County. By noon only a little over 50 persons were registered. They used every stalling tactic in the books. The Federal Agent arrived in St. George after lunch and from then until 5:00 p.m. at least 200 Negroes were registered. At closing time 250 people were registered and 70 were still waiting in line...Some leaders from the community have made a trip to Washington, D. C. to make their protest in person." In Washington they were joined by SEDF Legal Counsel Carl Rachlin. The Justice Department is "investigating" the situation.

* * *

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THRIFT SHOP OPENS The Economy Thrift Shop has just opened at 1568 Third Avenue (88th Street) in New York City. Proceeds from the Shop will be used to support the general program of the CORE Scholarship, Education and Defense Fund. The Shop will be open six days a week and is operated by Mrs. Louise Meuer. Those who wish to donate thrift should contact Mrs. Meuer at 534-9169. Volunteers are needed.

* * *

SCHOLARSHIP STUDENT READMITTED James Potts, an SEDF scholarship recipient was readmitted to Louisiana Polytechnic Institute under an order of U. S. District Court Judge E. Gordon West. Potts had been suspended after he had been arrested during the summer in the course of a civil rights demonstration.

He had been the first Negro student admitted to Louisiana Polytech in 1964 as the result of a court suit brought by SEDF then. Potts had endured considerable abuse from students but had persevered and made good grades. He writes: "I went to Lafayette, Louisiana on Saturday and Sunday. I was invited to come and speak at a rally to encourage Negroes of that town to enroll in previously all-white schools. I think they were convinced. By the way, my hometown newspaper and radio station, which happen to be run by the same man, have fallen in love with my name since the court decision ordering my reinstatement. They devote all of their editorials to me now which makes everyone stare at me."

* * *

INJUNCTION FILED - NEGROES REGISTERED SEDF attorneys, Collins, Douglas, and Elie filed for an injunction in Federal District Court on August 11 against the New Orleans voter registrar. By the time the case came up for trial on September 7, more than 6,700 Negroes had been registered. By the completion of the case on September 24, 10,428 Negroes had registered. Though the Judge refused to grant an injunction the drive to register benefitted immensely from the attempt.

* * *

SEDF BUDGET INCREASES The SEDF Board at its September meeting voted significant increases in five major program areas. The new budget calls for an expenditure of $289,660 for these programs in the year beginning September 1, 1965. Preliminary figures indicate that SEDF actually spent $156,532 for these programs during the year just ended. Other budget items have not changed materially. Support from individuals and foundations is needed.

Program area	Fiscal 65	Fiscal 66
Scholarships	$ 48,377	$ 55,000
Fellowships	35,741	38,500
Citizenship Education	24,660	59,850
Legal Defense	44,346	90,310
Leadership Development	3,408	46,000
TOTAL	$156,532	$289,660

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CORE
SCHOLARSHIP,
EDUCATION
AND DEFENSE
FUND, INC.
150 NASSAU STREET, ROOM 1707
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

January, 1966 Vol. II, No. 1

TRAINING LEADERS In a series of Leadership Training Workshops, CORE SEDF is bringing to civil rights leaders knowledge of law, of government agencies and how they work, of the economics of equality, and of methods of community organization. There is tremendous eagerness for this knowledge, and agreement that if the movement for Negro rights is to build strength, its leaders all over the country must increase their know-how.

At our first Workshop in Mississippi in January 37 men and women, young and old, farmers, teachers, and housewives, heard Charles Morgan, Jr., Southern Director of the American Civil Liberties Union, on The Constitution as a Source of Strength. Howard Glickstein, counsel for the U. S. Commission on Civil Rights and Charles Duncan, general counsel of the Equal Employment Opportunities Commission, explored recently passed civil rights legislation. The participants learned how to use Titles VI and VII of the 1964 act, studied the Presidential Executive Orders, and learned about the roles of the Justice Department, the Civil Rights Commission and the Department of Agriculture. Other government officials and experienced civil rights lawyers, serving as faculty without fee, spoke and led discussions.

The Rev. Ronnie Moore, who has directed the Louisiana program of CORE for the past four years, is organizing the Workshops which consist of a series of four sessions in each locale. They are held on weekends so as not to interfere with jobs. The faculty goes to the students. And what the students learn, they take back to their communities for immediate application. An imposing group of skilled resource people in education, law, government and community organization have agreed to teach at the three remaining Mississippi Workshops, and at others planned for South Carolina, California and Baltimore.

Though the cost of a single Workshop is low--only $1,600--(a series of four costs about $6,500)--CORE SEDF now has almost no money for the expansion of this seminal program. A grant of $4,000 from the Norman Fund and of $2,500 from the Ottinger Foundation enabled the start. But we don't know how we can meet the demand for more Workshops, especially in the North and West. $46,000 is still needed to meet these calls for the first year.

* * *

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SCHOLARSHIPS When high-school youngsters who never considered college become active in civil rights, personal capacities develop, sights are raised, ambitions form. College becomes a goal. Such youngsters are among the 18 receiving CORE SEDF college and university scholarships for the first time for the 1966 Spring semester. Others among new recipients required help when, after taking part in actions, their fathers and mothers lost their jobs. Altogether, now 62 students, South and North, are receiving essential financial assistance at an annual cost of $55,000. Joe Louis Smith of CORE is in his first year of diplomatic studies at The Fletcher School; Earl Harris of SNCC is in his last year of law at the University of Pittsburgh. Recipients have been active in the full range of civil rights groups.

* * *

WASHINGTON Though the December White House Conference, To Fulfill These Rights, was widely criticized, valuable discussion took place. SEDF has reprinted copies of Panel Discussions on the Family, Administration of Justice Preliminary Report, and Voting and Citizenship Participation Preliminary Report, which are available upon request.

* * *

NEW VOTERS During 1965, 32,488 Negroes were registered in CORE SEDF's highly successful voter-registration campaign in 24 South Carolina counties. SEDF legal action has supported and protected registrants. At James McCain's and local leaders' insistence, federal registrars have come into two counties with excellent results. Next, transportation is needed to bring Negroes in rural places to the county seats. Already in some counties Negro registrants outnumber white and the election of Negroes to local, county and state office is anticipated in 1966. Community organization is beginning in the precincts. Jim McCain says, "To give a community the kind of guidance and help it needs one must work day and night with the community." The staff of five is doing just that.

* * *

LEGAL PROGRAM

Fresh new legal concepts are absolutely necessary now if Negro rights are to become actual practice. CORE SEDF lawyers are testing concepts in a series of actions at the same time they defend local Negroes from scores of harassing actions by southern officials.

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CORE Scholarship, Education and Defense Fund, Inc.
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CORE SEDF

Jan 11, 1966

CORE SEDF newsletter

TRAINING LEADERS: In a se~~r~~ries of Leadership Training Workshops, CORE-SEDF is bringing to civil rights leaders [redacted] knowledge of law, of government agencies and how they work, of the economics of Negro equality, and of methods of community organization. There is tremendous eagerness and demand for this knowledge, and agreement that if the movement for Negro rights is to build strength in a critical period, its leaders all over the country must increase [redacted] their know-how.

At our first Workshop in Mississippi in January ~~(how many)~~ 37 men and women, young and old, Louisianna and Mississippi community activists, heard Charles Morgan Jr., Southern Director of the American Civil Liberties Union, on The Constitution as a Source of Strength. The civil rights amendments and their limitations were discussed. Howard Glickstein, counsel for the ~~federal~~ U.S. Commission on Civil Rights, and Charles Duncan, general counsel of the Equal Employment Opportunities Commission, explored recently passed civil rights legislation. The people learned how to use Titles VI and VII of the 1964 act, the meaning of Presedential Executive Orders, and the exact nature of the roles of the Justice Department, the Civil Rights Commission and the FBI.

Other government officials and experienced civil rights lawyers, ~~all~~ serving as faculty without fee, spoke and led discussions. An imposing ~~list of men~~ group of skilled resourse people in education, law~~and~~, government and community organ have agreed to teach, free, at the three remaining Mississippi Workshops, and at others planned for South Carolina, Los Angeles, and ~~Washington, D.C.~~ Baltimore.

The Rev. Ronnie Moore, who ~~as a student at Southern University near Baton Rouge generated and led a famous protest~~ has directed the Louisiana program of CORE for the past four year in 1961, is organizing the Workshops--setting the extensive curriculum, enlisting faculty. Workshops consist of a series of four in each locale and are held on week-ends lest community leaders lose time from jobs. The faculty goes to the students. And what the students learn they take back to their communities for immediate application.

community Though the cost of a single Workshop is very low--only $1600--(a series of four costs abut $6,500)--CORE-SEDF now has almost no money for the expansion of this seminal program. A grant of $4,000 from the Norman Fund + of $2500 from the Ottinger Foundation enabled the start. But we don't know how we can meet the literally shouting demand for more Workshops, especially in the North and West. Only $46,000 is still needed to meet these first calls for civic knowledge.

6,500
52,500

Total [illegible] $6500

SCHOLARSHIPS: When high-school youngsters who never considered college become active in Negro rights, personal capacites develope, sights are raised, ambitions form. College becomes a goal. Such youngsters are among the 18 ~~new~~ receiving CORE-SEDF college and university scholarships for the first time for the 1966 Spring semester. Others among new recipients required help when, after taking part in actions, their fathers and mothers lost their jobs. Altogether, now, 62 students, (including renewals from past years) ~~in Northern and~~ [illegible] South and North, are receiving essential financial assistance, at an annual cost of $55,000. Joe Louis Smith ~~of CORE~~ is in his first year of diplomatic ~~academic~~ studies at Tufts; ~~two students are at the University of Pittsburgh and Yale law schools;~~ Earl Harris of SNCC is in his last [illegible] year of ~~in~~ law at at the University of Pittsburgh. Recipients have been active in the full range of civil rights groups. (Note of sorrow: Many applicants as worthy and promising as those to whom grants were awarded were refused for lack of funds.)

WASHINGTON: Though the December White House conference, To Fulfill These Rights, was widely criticized, valuable discussion took place. Pearl Willen, Ronnie Moore and Marvin Rich, there for SEDF, made careful notes and sifted complicated issues. ~~They have been asked for their ideas on agenda and preparation for the full conference later this year.~~ SEDF has reprinted copies of which are available upon request.

NEW VOTERS: James McCain and Frank Robinson continue CORE-SEDF's highly successful voter-registration campaign in 24 South Carolina counties, where, during 1965, 32,488 Negroes were registered. SEDF legal action has supported and protected registrants. At McCain's and local leader's insistence federal registrars have come into two ~~some~~ counties with excellent results. Next, transportation is needed to bring Negroes in rural places to the county seats. Already in some counties

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DRAFT

BOGALUSA SUCCESSES

Following months of harrassment from the Ku Klux Klan and a lack of police protection, SEDF obtained an injunction requiring the Bogalusa city police to cease harassing civil rights workers and to provide them with protection.

Testimony indicated that on several occasions police arrived after the attacks were over or when ~~they~~ police were present ~~a~~ during the attacks they looked on and did nothing. Representing SEDF were attorneys Robert Collins + Nils Douglas of New Orleans

After the injunction was signed by Judge Herbert Christenberry on July 10, police protection was still inadequate. On July 16, three demonstrators were beaten while picketing Pine Tree Plaza Shopping Center. State police stood by observing the attacks. However, three of the men who harrassed the demonstrators were later arrested. ~~During the~~ By the time of the marches of July 19 - July 21, police protection had improved. While trying to march from permakers Union Hall to the Court House there were no incidents on the picket line, although hecklers were present.

Ⓐ →

In addition to the successful issuance of the injunction against the city police, there were other marked successes resulting

- more -

from the CORE demonstrations. Effective September, 1965, the 1st and 12th grades of the Bogalusa public schools will be integrated. Negroes who want to register to vote no longer have to travel twenty miles to (the county seat in) Franklinton to register. There are now registrars in Bogalusa. Several hundred jobs have been ~~promised by the National~~ ~~secured for Negroes in Bogalusa~~. promised by Federal agencies.

* * *

A In a follow-up suit brought by the Department of Justice Klan leaders admitted that they had assaulted pickets-demonstrators, threatened Negroes with death, brandished guns & clubs and threatened civil disorder to discourage demonstrations & speeches. Testimony also indicated that Bogalusa city attorney Robert Bester was a member of the Klan. The city attorney is responsible for prosecuting in city court charges against Klansmen arrested for violence against demonstrators.

draft

BONDS -- CAN THEY DESEGREGATE THE SOUTH?

SEDF has just filed a suit in Monroe, Louisiana. Its purpose is to prevent the sale of school bonds until the city files an acceptable desegregation plan.

The basic argument is that the use of funds from the bonds to construct segregated schools will deprive Negroes of equal protection under the 14th Amendment and will result in the use of public funds for an unconstitutional purpos

The suit will prevent delivery of the bonds for almost sixty days. During this time, SEDF hopes to settle the case in court or through negotiation.

The technique gives great power to civil rights groups since the funds are urgently needed and delay by the school board may result in significant additional cost. Two school desegregation plans have already been secured by SEDF through this method. St. Tammany Parish, Louisiana was the first to offer such a plan in April, 1965. ~~The other parish that acted similarly was~~ Jackson Parish, Louisiana agreed to desegregate in August, 1965. In both cases the school boards agreed to integrate four grades immediately.

The bond technique may be useful in other areas as well.

--more--

Hence, it may be possible to block the sale of bonds for streets, parks, ~~[illegible]~~ hospitals ~~electricity~~, etc. ~~on similar grounds.~~ unless the facilitie are desegregated.

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MSS SEDFRE
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NEWSLETTER, 1969-1971, 1973

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November 1969

SEDFRE newsletter

SCHOLARSHIP, EDUCATION AND DEFENSE ■ FUND FOR RACIAL EQUALITY, INC. ■ 164 MADISON AVENUE, NEW YORK, N.Y. 10016 ■ (212) 532-8216

THE ART OF GOVERNING EFFECTIVELY

This year there are 1,400 black men and women serving in public offices in the United States. Over the next three years, the total of minority-group officeholders is expected to grow steadily. SEDFRE's Technical Assistance Program (TAP) has racked up 11 months of varied experience in providing the specific professional-training and technical-assistance services which school board officials, magistrates, sheriffs, mayors, aldermen and state legislators request. Following are a few examples:

Southwest Seminar for Spanish Surname School Board Members

JOSE SANTOS CHOCANO 1875-1934

A three-day school-board seminar, modeled after the 1969 National Conference of Black School Board Members, was conducted for some 50 Mexican American board officials from Arizona, California, Colorado, New Mexico and Texas. Co-sponsored with La Raza, an organization representing Mexican American communities in the Southwest, the Seminar took place in Washington, D.C. during June. It marked the first time these minority-group board members had convened to discuss shared problems and to mount a unified effort to press for more resources and a variety of school reforms. Stress was on stimulating innovative programs to improve language and reading skills in the early grades.

Kickoff for Massive Voter Action in Ga.

At the request of Board Member Julian Bond, SEDFRE staff helped set up and conduct a one-day (Aug. 24) conference of 100 Southwest Georgia Negro leaders. Goal of the Albany, Ga. sessions: to spur massive voter registration in 20 predominantly black counties still lagging in registered voters. If successful, the drive could produce black voting majorities in 10 counties. Workshops on community organization and how to carry out a voter registration drive were conducted by Spiver W. Gordon and James T. McCain. Participants will go back into their communities to organize county committees. SEDFRE's first follow-up workshop was October 14-16 in Donaldson, Ga.; others are scheduled.

Mayor Evers Turns to SEDFRE for Practical Aid

In Fayette, Miss., we are working closely with Mayor Charles Evers and the 21 black city and county officeholders swept into office with him: finding an auditor to check city books before the old administration left office, and to help draw up a budget for the Evers team...running a pre-Inauguration workshop in municipal government...securing a top-drawer team of economists to help the new mayor and his aides figure out how to lure new industry and jobs into Jefferson County. More workshops in leadership training and skill development concentrating on the administrative duties of the new department heads are planned.

STAR PUPIL NEVER STOPS LEARNING

Zelma C. Wyche, a barber in Tallulah, Louisiana, attended a citizen education workshop conducted by SEDFRE at Frogmore, South Carolina in the summer of 1966.

"The discussion on how to run a campaign really fascinated me," he said then, "because it brought out so many things of importance that I overlooked in my campaign for Alderman."

Apparently Wyche has not overlooked any basics of political success since. In November 1968, he defeated two white candidates for the Democratice nomination for police chief: he lost that race to an independent candidate. But then came the second round. In 1969, Wyche finally won the office of Tallulah chief marshal -- and made history as the first black police chief in the state of Louisiana.

One of Marshal Wyche's first official acts was to call on SEDFRE for the special education and assistance he needed: a workshop in police-community relations for himself and his staff of 12 law-enforcement officers. A four-day seminar was held from Monday to Thursday, Sept. 29-Oct. 2, conducted by Edward L. Cole.

MORE FUNDS = MORE PROGRAMS

SEDFRE's annual operating budget has risen by 30 per cent -- from $575,000 to a new high of $750,000 for the year ending Aug. 31, 1970. To meet the current budget will require the support of everyone.

The principal area of growth is the Technical Assistance Program. TAP workshops, consultations and other services during the past year zoomed far above the level anticipated for this program's first year. Close to $200,000 is now slotted for the specialized help black officials have been requesting with mounting frequency.

Another major portion of the budget (more than $200,000) will go to pay for those leadership training activities which are at the heart of SEDFRE program: helping people to help themselves toward better lives. More than $80,000 goes to college and university students under the Eleanor Roosevelt Scholarship Program. Some $50,000 will help produce some of the new booklets, films and other materials SEDFRE trainers so urgently need. It's a tight budget, based on the most important things we are being asked to do. All we need now is the money to back it up!

* * * *

TRAINING PEOPLE FOR CO-OP SUCCESS Since September 1966, SEDFRE has been working with a growing number of small cooperatives scattered throughout the 17-state region roughly comprising "the South." At first, the training emphasis was general: helping people understand what cooperatives were about, organize their own enterprises, learn to be trainers themselves so they could recruit and prepare local staff and co-op leaders. Most classes were on community organization, training trainers, institutional development.

Next the stress shifted to teaching co-op members how to function as a smooth organization and a profitable business. By September 1968, SEDFRE trainers had a good feel of the need that lay ahead, having conducted some 11 workshop series reaching close to 500 people involved in co-ops, new and long-established, in Alabama, Louisiana and Mississippi.

The program went into full swing during the past year (September 1968 through August 1969). Some 88 workshop series were held in communities in 10 states: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Missouri, South Carolina, Tennessee, Texas. Classes involved more than 4,800 participants engaged in a variety of undertakings: sewing co-ops, oyster, catfish and vegetable co-ops, oil and coal co-ops, credit unions.

Some were groups getting their first training. Others were visited and re-visited as they reached new stages of development. People were calling for more basic information than had been taught before. A major portion of the year's workshops, for example, were devoted to the training of Boards of Directors -- of the small and large co-ops, of the parent groups, themselves run by a Board comprised of local co-op leaders. How to interpret financial statements...how to plan program, and write a foundation proposal...how to run an annual meeting, two-day planning conferences... how to sell the idea of saving and borrowing through a credit union...how to open new marketing outlets and maintain market contacts...how to develop and utilize needed written and visual materials. All these specifics and more formed the curriculum of the greatly expanded schedule of night and day classes over the past year.

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SCHOLARSHIPS FOR "DO-ERS" More than 60 young men and women are currently receiving scholarship grants under SEDFRE's Eleanor Roosevelt Scholarship Program, now in operation for seven years. The majority are undergraduates at 51 colleges and universities in 24 states. A few grants are made to students earning graduate degrees.

Scholarships go to young people with exceptional records of community activity and commitment. The first wave of scholars were, for the most, young people involved in the intensive civil-rights campaigns in the South during the early 1960's. As times change, so do the areas of concern. A look at this year's crop of eight freshmen tells us something of the range of community activities engaging committed young people in 1969:

Jo-Anne Brown Spelman College	Graduate of an integrated high school in El Tempe, Texas. The assassination of Martin Luther King Jr. led her to spark several "firsts": a teen club and recreation center... a summer-work program opening local jobs to black as well as white students...and celebration of Negro History Week in her high school. Miss Brown, now 18, interviewed local merchants, Chamber of Commerce members and school administrators to promote these changes, and found she was able, in most cases, to overcome their initial hostility or resistance. She plans to major in sociology and psychology.
Larry Hinton North Carolina A and T	From Durham, N.C., he was president of the Teen Democrats and an active member of the Black Solidarity Committee and the Mayor's Council on Youth Opportunity. He worked on local voter-education and registration drives and took part in an economic boycott aimed at increasing local employment opportunities for black people.
Mary Ellen Hudson University of Southern Mississippi	Active in the civil-rights movement from the age of 13, this Carthage, Miss. college freshman was among the first to integrate the local high school. Her family's home has been bombed because of their efforts to encourage voter registration. She served during high school as president of her county NAACP Youth Council, as treasurer of the Mississippi State Youth Conference of the NAACP. Currently she devotes weekends to voter-registration work.
Brenda Lewis American University	An an eighth-grader in Ahoskie, North Carolina, she helped organize the Hertford County Youth Chapter of the NAACP. Since then, she has been voter-registration chairman of the People's Program on Poverty. One of the first black students at her local high school, she was a member of its student council, graduated 6th in a class of 136, and was a member of the Beta Honor Society of North Carolina.
Timothy McConnell University of South Carolina	Being a freshman at a recently integrated university is old hat to this graduate of a formerly all-white high school. From Shelton, S.C., he not only did well academically in high school, but kept up a range of mature, extra-curricular interests: recruiting children and teaching in Head Start; working with the Southern Christian Leadership Conference in chartering and operating a local credit union.

Hattie McFarland
Coahoma College

Miss McFarland comes to her Clarkesdale, Miss. college from Mayersville, Miss. and brings a record of active commitment to the movement. She too "integrated" her high school, and put in years of after-school work in the Community Student Education Program, a tutoring service designed to keep pupils in school. She took part in demonstrations aimed at opening employment to blacks, and was arrested. She belongs to the Mississippi Freedom Democratic Party.

Marie Prejean
Dillard University

From Lafayette, Louisiana, she has worked with student groups and with the Southern Consumers Cooperative, helping teach such skills as typing and sewing. She recently took an active part in a local voters campaign. She plans to major in sociology.

Louis Young
Lincoln University

From Utica, N.Y., he plans a political career after graduation. In high school, he held top offices in the Youth Chapter of the NAACP, and the Black Advocates for Development, a group promoting more relevant high-school curriculum and counseling services in high school. He was an investigative aid for the Legal Society of Oneida Council, and appeared on radio and TV as a spokesman for youth.

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PERPETUATING THEIR CONCERN FOR SEDFRE

A bequest has come to SEDFRE from Mrs. Rose Aronson, mother of our late Board Member John P. Allison. Norman Thomas, an active member of the Board until his death, also included SEDFRE in his will.

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EDUCATION ROUND - UP

During the past year, a variety of training approaches were tested to explore the usefulness of SEDFRE's non-ideological approach and training expertise in the field of education.

A five-month series of communications workshops, conducted for District 7 of New York City, demonstrated the potential in systematic parent-teacher encounters. An evaluation from Fordham University's School of Education rated SEDFRE trainers as "knowledgeable, capable of stimulating and directing their groups toward both task and process-type goals." SEDFRE was one of three training groups participating in this experiment to open communication between parents and school personnel in District 7 in the Bronx.

Over the turbulent school year, SEDFRE conducted a number of training sessions for community leaders in the New York City's demonstration school districts: introducing local school-board members and staff to the basics of effective board and staff functioning; helping inform local parents and community leaders on the complex essentials of both school decentralization and community control.

Another area of activity in education stressed more sensitive and effective use of paraprofessional aides in the classroom. New York University's Institute for Developmental Studies built SEDFRE attitude-awareness sessions into a number of its specialized courses in team-teaching help for teachers, apprentices and supervisors who deal with disadvantaged children.

Other workshops in the education field reached teen-age students from the ghetto; parents of pupils in a progressive private school; black college students in the South; black, Puerto Rican and Mexican American college students in the North and Mid-West.

SEDFRE is currently assisting the A. Philip Randolph Institute in designing and conducting a 15-week course in human relations. Some 90 New York City schoolteachers are enrolled in the course, offered for credit by the Board of Education. Laboratory-training methods have been introduced in an effort to involve teachers at a deeper level than the traditional lecture series demands.

* * * *

TRAINING CIVIL SERVANTS

The New York City Division of Vocational Rehabilitation (New York State Education Department) is embarked on a two-month training program touching all its 280 employees: clerical staff, consultants, rehabilitation counselors, supervisors and administrators. SEDFRE and Associated Community Trainers (ACT) have been called in to design and run a series of training workshops to stimulate DVR employees to move toward effective personal and institutional change. The main point is to give maximum service and bring maximum results to the disabled persons who come to DVR seeking rehabilitation and, ultimately, employment.

Staff of the agency is multi-ethnic, on both the professional and non-professional levels. Aim of the workshop series will be to enable employees to improve communication, share leadership, and function together in a genuine team effort to help the consumer.

SEDFRE brings to this assignment more than a year of experience in working with the New York State Department of Civil Service, and its task force on institutional change.

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SEDFRE newsletter

April 1970

SCHOLARSHIP, EDUCATION AND DEFENSE ▪ FUND FOR RACIAL EQUALITY, INC. ▪ 164 MADISON AVENUE, NEW YORK, N.Y. 10016 ▪ (212) 532-8216

EDUCATION SEMINAR IN CONNECTICUT

An all-day seminar on educational policy-making as a tool for change took place in Hartford, Connecticut, Saturday, February 28. The 40 elected officials, school administrators and community leaders who attended included seven of the state's 13 black school board officials. Goals of this experimental state seminar on education were:

-- to bring the resources of SEDFRE to policy-makers and policy-implementers so as to serve community needs more effectively;
-- to create a climate for the free and open exchange of educational ideas, policies and programs;
-- to equip participants with the tools needed to promote effective change: information, contacts, strategies;
-- to identify vital resources within and outside the state.

Curriculum included full sessions on personnel, budgeting, Title I (ESEA) programs for poor children, black studies, and the responsibilities of the black elected official to his constituency.

Vernon McClean (Paterson State College) leads a workshop. On his left, Constance Chisholm (Hartford parent); and right, Gail Stockham (Stratford school board).

The overall feeling was of 50 people gathered together to "get down to business." The stress of this highly pragmatic conference was on action. While the Seminar was still in full swing, participants were asking for SEDFRE help in following through on recommendations and suggestions on their own. Within a week, a whole basketful of follow-through projects were being organized, including the following:

-- a similar seminar for 20 Connecticut NAACP education chairmen. State NAACP Executive Director William Jones, a participant, is setting this up, with SEDFRE assistance.

-- a request from Stratford's only black school board member for help in designing an approach to bring together the relatively small black community of Stratford and the white community over the issue of racial imbalance and techniques to correct it.

- a New Jersey teacher, observer at the Seminar, offered to set up similar seminars with teachers in her experimental school, and with residents of East Orange and other Newark suburbs.

- a call from the director of the Ridgefield NAACP, for training assistance in preparing the teachers in this virtually lily-white school system to use black studies materials effectively.

Because this experimental seminar was so well received, it will be the first of six seminars focused around education issues. Each will be sponsored by SEDFRE under its program of Technical Assistance to Newly Elected Officials. Next on the docket: Greene County, Alabama, late in April.

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FAYETTE ECONOMIC DEVELOPMENT Edward Cole, SEDFRE's staff member assigned to work on economic development with Mayor Charles Evers in Fayette, Mississippi, reports significant progress on two fronts. 1) In terms of new industry and new jobs, the International Telephone and Telegraph Company has just signed a 20-year lease for a plant which is expected to be completed by May 15th. It will employ 150 people at a basic wage of $1.80 to $2.25 for machine operators. 2) Lavender House, a Philadelphia corporation making wigs and hair products, is now negotiating a lease for a plant which is expected to employ 35 people.

A market survey is being developed for a chemical corporation. If the survey is positive, funds are available so that the plant will begin operations by the end of June. Fifty people are expected to be employed.

The Vocational Training Center opened in Fayette on March 16. The first 20 women are being trained at clerks and stenographers. Classes for males as production machine operators and sheet metal workers are scheduled to begin April 6.

Mr. Cole reports that he is also providing training and technical assistance for the City Planning Commission and the Fayette Housing Authority as well as to Mayor Evers and members of the City Council.

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TRAINING IN GREENE COUNTY, ALABAMA In February 1970, SEDFRE began a long-term program of technical assistance to the Board of Commissioners and School Board in Greene County, Alabama -- the first county in the nation where blacks control both bodies.

SEDFRE Staff Associate Spiver Gordon has launched a series of workshops and seminars to involve elected and community leaders in working constructively with one another and with the various specialists and consultants being drawn in by SEDFRE to help Greene County in its search for better housing, schools and Federal food and recreation programs. SEDFRE has commissioned a housing feasibility study to meet the request of the Greene County Housing Authority Commissioners. Also, members of the Housing Authority went through an intensive role-playing session before meeting with HUD officials in

Washington. Planned for the end of April is a one-day seminar on educational policy-making as a tool for change, with a curriculum designed around specific area of need and problems relating to Greene County schools.

New elected officials in Greene County, Alabama. L to R: School Board Chairman Peter Kirksey, Commissioners Frenchie Burton and Harry Means, Administrative Assistant Oscar Williams, Commissioner Levi Morrow.

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Helping Meet Training Needs in Gary, Indiana With the support of Mayor Richard G. Hatcher, a SEDFRE Board Member, Staff Associate Robert Jackson, has set up an independent resource of training assistance in Gary, working largely with local board members of two major federal programs: Metro Corps, the anti-poverty agency; and Model Cities. In addition to board training, two innovative youth training programs are underway. 1) Black and white church youth meet semi-monthly and in weekend retreat sessions sponsored and partially backed by the Prince of Peace Lutheran Church of suburban (white) Merriville, Indiana, and by the West Side Christian Methodist Episcopal Church (black) within Gary. Some 30 to 40 young people are currently involved seriously in developing meaningful relationships and designing a joint project to carry out between now and September. 2) Four weekend sessions have been designed to bring leadership training and some needed skills to 15 gang leaders soon to launch an economic venture, most probably a printing business, funded in the amount of $15,000. SEDFRE's role is to provide the youngsters with a basic understanding of their overall goal and to develop their abilities to work cohesively.

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Training Workshops for Spanish-Speaking Neighborhood Leaders

Hartford, Connecticut's anti-poverty agency, the Community Renewal Team (CRT), and Trinity College called on SEDFRE to run the first phase of their joint program to develop competent neighborhood leadership within the grassroots areas. Residents of poor neighborhoods in Hartford are black, white and Puerto Rican. Leadership is lacking, fragmented, and often out-of-touch with the people and their actual needs. Phase I was directed particularly at Puerto Rican neighborhood leaders, through a weekend workshop conducted in Spanish by SEDFRE Staff Associate Andres Flores and a training aide. The workshop was attended by 19 mothers, students, community workers, members of civic groups.

The session tackled communications problems, focusing on an often unrecognized language barrier: misunderstandings between people raised on the island versus younger people raised and educated in the United States. Role-playing exercises helped participants examine the basic elements of membership in a group and preferred leadership styles. The workshop was deemed successful in two respects: 1) that participants for the first time were able to work together and wanted more training for their own local groups; and 2) that people did grow in self-awareness, recognizing how they came across to others and how wary they must be in interpreting the words and actions of others.

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Working with Young People

Over and beyond its scholarship program, SEDFRE training activities touch base with a wide variety of young people: church youth, gang leaders, students in high schools and colleges, young people working on the staffs of anti-poverty programs. Following is an example of what we have been learning and teaching in training sessions geared primarily to stimulating honest free discussion and constructive action programs on the part of young people.

Black students at the predominantly white Florida State University requested training assistance in formulating goals and programs for their Black Students Union.

A one-day workshop held September 28 tackled three problems: self-hatred, mistrust and lack of unity among the black students. New levels of self-awareness, communication and unity were reached through searching discussion. Such questions as: Does Afro hair determine whether someone is committed? led the group toward questioning quick judgment of others' commitments. The session ended with students exploring what they might do to help change things.

A two-day workshop October 10 and 11 focused on the Black Student Union role 1) in the Tallahassee community and 2) in assistance to a voter education program for several northern Florida counties. Students mapped out a practical program for supporting 200 striking workers at the Elberta Crate and Box Factory, helping picket, collect food and raise money. Black students at both Florida A & M and Florida State University, along with 10 white FSU students, worked under the direction of a community group supporting the strikers. The B.S.U. group also pledged to open a Black Educational Center in Tallahassee's black community; to assist in a forthcoming voter education drive; and to pressure the university to hire more black faculty.

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Conference for Black Leaders in Arkansas Arkansas is moving from a dual education system to a unitary system. In order to meet this change, leaders of the now-defunct all-black Arkansas Teachers Association sparked formation of a new organization of black educators, public officials and community leaders: the State Organization for Minority Evolvement (SOME). On the request of SOME, SEDFRE co-sponsored with them a two-day state conference, "Community Action, Program Planning and Organizational Development." The Conference provided 175 public officials and community leaders intensive training in problem-solving.

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NEW SEDFRE SCHOLARS SEDFRE's Eleanor Roosevelt Scholarship Program helps put through college some 65 young men and women of demonstrated community commitment and leadership capability. Here are brief profiles of the young men and women who received spring grants:

Lamont Flanagan, a sophomore transfer student at Howard University, comes from Brooklyn, N.Y. The oldest of five brothers, he did well as on Ohio State University freshman, but could not afford to continue his pre-law education there. He has been active on both campuses (he was active in the Black Student Union at Ohio) and in his home community. In Brooklyn, he helped lead a boycott against a local A & P selling inferior merchandise; was neighborhood coordinator for the Poor People's Campaign, served as liaison between hostile black and Puerto Rican youth groups. Mr. Flanagan hopes to specialize in constitutional law.

Hermene Hartman, a sociology major, was active in community work throughout her college career. She took on heavy volunteer responsibilities for many major projects of Operation Breadbasket, serving as picket coordinator, assistant to the national research director, coordinator and organizer of the Black Christmas and Easter projects. She was director of the Culture Program of the first Annual Black Minorities Business and Culture Exposition, a popular three-day exhibit held in October and viewed by some 700,000. Miss Hartman plans a career in sociological research focusing on effective programs for poor black people.

Necia Jeffries of Chicago is a sophomore at Boston University, majoring in special education. In Chicago, she had been active, from the age of 15, in the NAACP Southside Youth Council, serving as its vice president and representative to the NAACP Youth Executive Committee. As a college freshman, she found time for volunteer teaching in the School of Human Dignity and other activities of Operation Breadbasket.

Bernard Lafayette, Jr. is a first-year law student at Boston University. Now 29, he interrupted his theological studies in the early 1960's to head programs for the Student Non-Violent Coordinating Committee and the Southern Christian Leadership Conference in Tennessee, Mississippi and Alabama. After another year of schooling, Mr. Lafayette again went to work as secretary of urban affairs with the American Friends Service Committee, conducting workshops in non-violence in Chicago and other Northern communities, and launching some ghetto housing programs along lines now being developed by the National Tenants Organization. In 1968, he was national coordinator of the anti-war Spring Mobilization, and director of a neighborhood service project in Boston.

Ruby Mae Lee of Liberty, Mississippi (Amite County) is a freshman at Jackson State College. Unable to begin college in the first quarter for lack of money, Miss Lee's problem was compounded by finding herself unemployable because of her family's reputation. Miss Lee's father, Herbert Lee, active in early voter-registration drives was shot in 1961. Four years later, at the age of 13, Miss Lee herself began working in voter drives sponsored by the NAACP and the Voter Education Project. Over the years she has also helped organize basic adult education classes, taught them and helped tutor students entering the formerly all-white high school. Miss Lee plans to continue working in Amite County on education and anti-poverty efforts.

Henry Sanders is at Harvard Law School. One of a Bay Minette, Alabama family numbering 13, he graduated in 1967 from Talladega College with a major in history. As a teenager he was involved in voter registration work, which he continued at college. While at Harvard, he pursued voter drive activities in nearby Roxbury and served as president of the community-focused Harvard Black Law Students Organization. At heavy financial cost, Mr. Sanders opted to work this past summer in Mobile, Alabama, assisting a Legal Defense Fund lawyer. Upon graduation, Mr. Sanders plans to return to southern Alabama.

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NEIGHBORHOOD HEALTH PROJECT SEDFRE's first venture into the health field is underway in the mid-west side of Manhattan. Staff Associate Shirley Bryant is coordinating a training program for 10 local persons to serve as Community Health Planning Aides. They will work on a program being developed jointly by the Mid-West Side Health Planning Project and the French/Polyclinic Hospital. Goals: to involve residents of the area in plans for a Neighborhood Family Care Center; to bring capable paraprofessional aides onto the staff of the hospital; to foster maximum use of health services; and to help identify needs and gaps in existing services.

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THREE MODERN ART WORKS AVAILABLE SEDFRE-commissioned works by top contemporary artists are of real interest to modern art connoisseurs who welcome a change to combine collecting with support of SEDFRE and its programs. A limited edition of "Casa Cornu," a 15"x22" lithograph in silver ink by Frank Stella, is available at $200. Tom Wesselmann's "Nude Print, 1969," a 23"x29" silk screen (16 colors) is $250 in this limited printing. The one sculpture available is a plexiglass cube, by Richard Anuskiewicz, priced at $200.

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TRAINING HEAD START PARENTS IN NEW ENGLAND

Preparations are underway for SEDFRE's most far-reaching undertaking to date: a yearlong training program for parents of Head Start pre-schoolers in New England. SEDFRE's training activities are being carried out in close co-operation with Region I of the Office of Child Development (Department of Health, Education and Welfare), and with local Head Start officials and Parent Advisory Committees (PACs).

This program presents a challenging opportunity to stimulate efforts by local parents and Head Start staff to help their children and communities break the chain of poverty, ignorance and dependence. In all, some 800 parents and local staff will be reached during the year.

Who is to be trained: Parents who serve on the boards advising Head Start centers, parents who work as aides, coordinators in their pre-school programs, and others who have an active interest in Head Start, the public schools and other community institutions. In addition, most states will be choosing as trainees local staff members who work closely with parents involved in Head Start, in order to build a strong team effort to develop programs that better serve the youngsters.

Head Start parents in Region I represent a mixture of ethnic backgrounds: French Canadian and American Indian in Maine; Puerto Rican in Connecticut; Portuguese in Massachusetts; black in crowded communities in and around Boston and other New England cities. The great majority, however, are white. The region itself includes many impoverished communities suffering economic stagnation -- in areas that once thrived on natural resources, farmland or industries.

SEDFRE's role will be to provide training direction, curriculum designs, resource people and materials. In many instances, Head Start parents and staff will participate as "faculty" in workshops, conferences and classes. Stress will be on information and skills pinpointed by parents themselves.

Broadly, the training will focus on: how Head Start parents can foster more effective pre-school programs...how they can work together locally to stimulate better education from the early grades of public school up through high school...how they can take full advantage of auxiliary services that match community needs: in nutrition, psychological care, health care, economic development, low-income housing.

Impetus for Head Start parent training came from Mrs. Rheable M. Edwards, Assistant Regional Director of the Office of Child Development, Region I, here shown with pre-schoolers.

First step for SEDFRE was to assess needs and gather information directly from the local people to be trained on what they consider top priority concerns in their communities. The data collected through field trips, interviews, conferences and surveys is giving SEDFRE the information and contacts it needs to design a series of different curricula, each keyed to specific local needs.

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FAYETTE, MISSISSIPPI Edward Cole, SEDFRE's staff member assigned to work on economic development with Mayor Charles Evers and his team in Fayette, Mississippi, has reported on his work during the past year. He points to two kinds of developments: visible signs of progress which help build morale; and basic long-range economic gains.

Fast, visible accomplishments have included: preparation of income tax returns for about 400 taxpayers of Fayette; house-painting by Neighborhood Youth Corps youngsters; reduction of rents in public housing; provision of a town ambulance and a garbage truck.

There have been a number of basic, long-range gains in the economic and social development of Fayette: International Telephone and Telegraph Company has opened its Fayette plant for automotive wiring harness assemblies, providing employment for 150 people. Seventy-five percent of the jobs are filled by women. Lavendar House, makers of wigs and hair products, has opened, employing 30 people. In the works is Commercial Chemical Corporation, which will employ about 125 people. Other industrial projects are in the exploratory stages.

At the Vocational Training Center, classes are being given in basic education, office skills, sheet metal work, engine maintenance and repair, woodworking, and training for work at IT&T. Total enrollment is 120. Two classes have been graduated; 32 of the 40 graduates are working in the community.

Under a new community health program, teams of two or three doctors have been coming into Jefferson County from Flint, Michigan, for two-week periods. Patients pay according to income under the program. One more doctor has begun to practice in Fayette in addition to the one previously there.

These are some highlights in the progress being made in Fayette with the active assistance of SEDFRE working along with other groups and individuals. A detailed progress report of the economic and social development of Fayette and Jefferson County, prepared for SEDFRE by Robert R. Nathan Associates of Washington, D.C., is now available. It covers developments both in private industry and in social services,revealing significant progress in both phases during the first year of the administration of Mayor Charles Evers.

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TRAINING BLACK WOMEN LEADERS Working through established women's organizations, SEDFRE has been holding training sessions for black women to explore their feelings about their blackness and their changing role in their organizations and in the community.

Delegates to the first National Conference of Black Women of the YWCA, held in Houston, Texas, in April, attended SEDFRE's training workshops, previous to regular YWCA convention sessions. In these small intimate groups, the women increased their self-awareness and developed skills in analyzing problems and attitudes. A similar workshop for leaders was held preceding the convention of the National Council of Negro Women in Washington, D.C. Special training for black and white college students in the YWCA was offered at the National Student Council of YWCA's in Madison, Wisconsin, in August. White and black students met separately to look at racism as it affects them; then they met together to plan how they can work on the problem of racism on the campus.

Objectives of the workshops were the following: to heighten self-awareness and stimulate personal growth; to break the barriers that prevent black women from realizing their full potential as participants in their organizations, campuses and communities and in the black movement; to attune the women to the urgency of problems facing the black community today; to ready them to plan an effective part in decision-making and program planning in their organizations so as to direct more activity to problems of the poor and the blacks. One immediate impact was that the YWCA convention selected the combatting of racism as its major goal for 1970-71.

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COOPERATIVE HOUSING PROJECT

More than two-thirds of the tenants living in the three buildings of Crotona Park East have put down deposits for membership in the new housing cooperative. These apartment buildings in the Bronx, New York, are being renovated and converted into a cooperative by the Urban Home Ownership Corporation.

SEDFRE has been training tenants to ready them for participation in the cooperative. Tenant committees have been formed to involve tenants in the processes of planning and managing a cooperative. Committees include: finance, management, property improvement, activities and youth.

CO-OP PLANS: Andy Flores of SEDFRE shows new design to tenants of three Bronx buildings forming a cooperative.

The major goals of the SEDFRE training program are to develop the capabilities of the below-middle-income families living in Crotona Part East to become actively participating cooperative owners of their apartments; to understand and accept the responsibilities of cooperative ownership; to develop an effective board of directors to run the cooperative; and to become involved as a cooperative in the problems of the larger community.

Since the apartments are to be renovated while the tenants are living in them, an important training task is to help tenants cope with problems that arise during construction, such as care of household furnishings, building security, lack of electricity and lack of water.

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MID-WEST SIDE HEALTH PROJECT

Since the beginning of the year, SEDFRE has been coordinating a training program for ten Community Health Planning Aides in New York's West Side. The training program was developed jointly by the Mid-West Side Health Planning Project and the French-Polyclinic Hospital. Goals of the program are: 1) to train community people to serve as liaisons between neighborhood residents and providers of health care, such as the Polyclinic Hospital and a projected neighborhood health center; and 2) to create a new innovative source of health manpower with potential for career mobility.

Part of the training is hospital-based to acquaint future aides with the workings of the hospital. Trainees also visit and do some work at various health and health-related agencies in the area and city-wide. Their community training -- this is where SEDFRE comes into the picture -- aims at increasing understanding of group processes and of the organization and nature of the community and of forces that influence it. Part of this training involves consultations with local residents in meetings and home visits. Another part takes place in a "laboratory" setting to heighten awareness and strengthen the ability of trainees to work as liaison between the community and the health services.

The City University of New York is participating in the training program by conducting a remedial education program for trainees so that they can get high school diplomas. Trainees are paid $2.00 an hour for a 35-hour week for nine months of training. When they complete the course they will be employed by the Polyclinic Hospital as Community Health Planning Aides.

Community Health Planning Aides will interview people in the community to discover health needs and to give information about the new health center; interview people to determine satisfaction with treatment received at the hospital and the center; act as liaison between the hospital and community organizations; identify needs for new services; and provide information to the community about existing health services and programs.

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SCHOLARSHIPS

An evaluation of the first seven years of SEDFRE's Eleanor Roosevelt Scholarship Program reveals that 84 scholarship students have earned bachelor's or graduate degrees. This program has made it possible for students from poor families who have been actively involved in civil rights, social action or community service to go to college. The investment in these students has been amply rewarded. SEDFRE scholarship students have a significantly lower dropout rate than students in general. Upon completing their studies, many go on to work with the poor or minority groups.

Seven new scholarships have been granted this fall. Brief profiles pointing up the commitment of these young people to social progress are given here.

Barbara Burton, a transfer student at the University of Tennessee in Knoxville, served as coordinator of the 1969 National Urban League Summer Student Program for voter registration in Knoxville. She then continued as part-time research assistant and youth coordinator during the school year. She has also been a representative on the National Urban League Board of Directors. Miss Burton plans to go on to law school. Her special interest is law relating to community development.

Maxine Chase, a freshman at Millsaps College in Jackson, Mississippi, comes from Hazelhurst, Mississippi. In 1967, she helped organize a youth branch of the NAACP in her home town. The next year, she became president of this branch and was elected secretary of the Youth Congress that advocated lowering the voting age to 18. In 1969, she was a delegate to the National Convention of the NAACP. She was particularly active in her community in voter registration. After graduation, Miss Chase plans to work with youth, especially on problems of education and employment.

Patricia Gaines, a student in nursing at Essex County College in Newark, N.J., has been committed to community service and social justice since the age of 13 when she worked with the Student Non-Violent Coordinating Committee in direct action protests against segregated facilities and in voter registration drives in her home community of Albany, Georgia. She also worked with the Southern Christian Leadership Conference and the Southwest Georgia Project, leading demonstrations and workshops, and was involved in freedom schools in four counties in southwest Georgia. In 1963, she attempted to enroll in the white high school and eventually entered the school in 1966 in her senior year after her parents sued the school board. Miss Gaines plans to return to Albany, Georgia, to work with the Southwest Georgia Project on community health.

Robert McClary is beginning his studies at Albany State College in Albany, Georgia, this fall at the age of 31. He has been active in his community for ten years. He has led the Warwick Movement against police brutality and has been finance officer and office manager for the Southwest Georgia Project. He is also a board member of New Communities, Inc. which develops farming and housing cooperatives in the Albany area. Mr. McClary plans to major in business administration and to continue his work with the Southwest Georgia Project.

Frederick Prejean, a student at Southern University in Baton Rouge, comes from Lafayette, Louisiana. He has been active in his community in voter registration drives for many years. Most recently, he has been Louisiana state field supervisor of the Southern Cooperative Development Program and on the Board of Directors of the Southern Consumer's Cooperative. Mr. Prejean plans to study accounting and to use this skill in the cooperative movement in Louisiana.

Cecil B. Patterson is a student at the College of Law at Arizona State University. He participated in sit-ins to desegregate public facilities when he was an undergraduate student at Hampton Institute in Virginia. As a member of the NAACP Legislative Committee, he helped to write the Arizona Civil Rights Act revision in 1969. He conducted the Minority Contractors Survey for the NAACP in the Phoenix metropolitan area. Most recently, he was an Internal Revenue volunteer helping poor people fill out their income tax returns. Mr. Patterson plans to use his law training to promote social change in the areas of labor, housing and consumer problems.

William Samuels, Jr., a student at Southern University Law School in Baton Rouge, comes from Plaquemine, Louisiana. Until he entered law school in the fall of 1969, he was director of the Louisiana Voter Education Project of the Southern Regional Council supervising 13 local projects. Mr. Samuels plans to use his legal training to represent poor people in Louisiana.

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SEDFRE BUDGET GROWS

Looking toward an expansion of the SEDFRE three-pronged program of Scholarship assistance, Leadership Training and Technical Assistance, the 1970-71 budget has been increased by 18 percent over last year. For this fiscal year, which began September 1, the budget is approximately $879,000; last year's budget was $750,000. This means that larger contributions will be needed to pay for the current expansion of SEDFRE's interracial programs. Contributors are reminded that SEDFRE is tax-exempt and publicly supported. SEDFRE may receive bequests.

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NEW MANUAL

A new SEDFRE manual of wide interest to community groups and organizations has just come off the press. How to Apply for Grants gives a detailed, step-by-step description of approaches and techniques to be used in preparing and submitting grant proposals to foundations, government agencies, unions and church groups. The primary emphasis is on foundations: various types of foundations and their structures are described; how to write an effective proposal tailored to the concerns of particular foundations is fully explained; tips are given on preparing for personal interviews with foundation staff. This manual should prove to be a most useful tool to any group looking for grants, particularly to finance special projects. Price: 25 cents a copy, $20 a hundred.

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GREENE COUNTY, ALABAMA

As part of SEDFRE's Technical Assistance Program, a personnel and finance expert was sent down to equalize pay scales and develop a pension plan for Greene County employees, at the request of the County Commissioners. The expert, Carl Venable, Director of Economic Development for the Newark, New Jersey Urban Coalition, found that the first step needed in Greene County was the development of job descriptions as the basis for setting pay scales -- so that salaries would be uniform for each kind of job and length of service. This part of Mr. Venable's study has been completed, and he is now working on the development of the most suitable pension plan for county employees.

With the assistance of Spiver Gordon, SEDFRE's Staff Associate in Greene County, the commissioners have filed applications for federal grants: a proposal for a $93,000 grant has been submitted to the Department of Housing and Urban Development (HUD) to be used for expanding outdoor recreation facilities; another proposal filed with HUD asks for a $167,000 grant for housing. A request for $67,000 for the creation of an industrial board to develop industry in the area has been submitted to the Economic Development Assistance (EDA) agency of the Department of Commerce. In the works is the writing of a proposal for a vocational training center to be filed in Washington under the Manpower Development and Training Act (MDTA).

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315 Seventh Avenue
New York, N.Y. 10001

AID TO BLACK CITY AND COUNTY GOVERNMENTS IN SOUTH

Hardwon and stirring victories at the polls, in predominantly black counties, left the winners in charge of communities close to economic stagnation. The massive problems black politicians inherited from their white predecessors are compounded by the fears attending a changeover from white to black control -- and by the lack of experience in public administration of leaders long barred from positions of local responsibility.

The resources of SEDFRE'S Technical Assistance program were sought by: 1) Charles Evers, mayor of Fayette, Mississippi, and the slate of 21 city and county officeholders who were swept in with him; and 2) officials of Greene County, Alabama, now in full control of the various local bodies that govern the county (board of commissioners, probate judgeship, school board, sheriff's office). SEDFRE staff has advised in Fayette on the art of municipal government and on economic development since before the 1969 inauguration, and has worked fulltime in Greene County for more than a year.

SEDFRE'S Ed Cole (left), the Mayor's economic-development assistant, helped bring this new Commercial Chemical Corporation plant into Fayette. It will mean 125 new jobs to this employment-hungry area.

What has been learned to date? Both communities share two overriding goals: more jobs and more housing. Neither is easy to accomplish quickly. Yet these new black administrations are under great pressure to deliver, to produce some visible, swift results.

FAYETTE, MISSISSIPPI Because of the national prominence of their mayor, Fayette and Jefferson County attracted resources and offers of assistance. In the year he has been assigned fulltime to Fayette, SEDFRE Staff Associate Edward Cole has moved primarily into providing expert assistance on economic development. Following are some highlights from his most recent reports (March and April):

* The Commercial Chemical Corporation plant finished. Built for 125 employees, the CCC plant opened May 3 with 10 workers producing and selling janitorial supplies. In October, a line of aerosol pesticides will be added. Next year the plant expects to produce paints. Key markets being explored include schools, colleges and anti-poverty programs. Present employees will take part in an on-the-job training program set up for CCC by Ed Cole so that the company will be reimbursed for 50 per cent of the training cost through federal funds. Selection of shop supervisor will be made from this group of trainees.

* Despite recent layoffs in the automotive industry, another new plant - IT&T - is operating as a sound manufacturing venture. Employment rose from 20 to 37 people: 34 women, three men. In addition to Chrysler Corporation parts, the plant now has a new contract to manufacture eight components for the Ford Motor Company. Projection is that five new people will be brought onto the job monthly until September.

* Jefferson Industrial Park now houses a ready-mix cement plant owned by the St. Catherine Gravel Company, now employing seven truck drivers and four operators.

* The Vocational Training Center completed its first cycle of six courses, with all trainees graduated. In addition, 120 high school students are enrolled in a morning program, and several new projects are in development. Applications for refunding are in the state office in Jackson.

Results of climbing employment are obvious. Ten new homes are under construction, with an additional 50 or more FHA (Farmer's Home Administration) loans (502) approved and awaiting available builders. Used and new car sales have risen; a used-car dealer opened for business. Sales tax collections rose from $58,000 in 1968 to $270,000 in 1970.

Another visible indicator of the upsurge: new business hours for the local bank. Now open until 2:00 p.m. (instead of noon), the bank is now also open for business Friday evening and Saturday afternoon.

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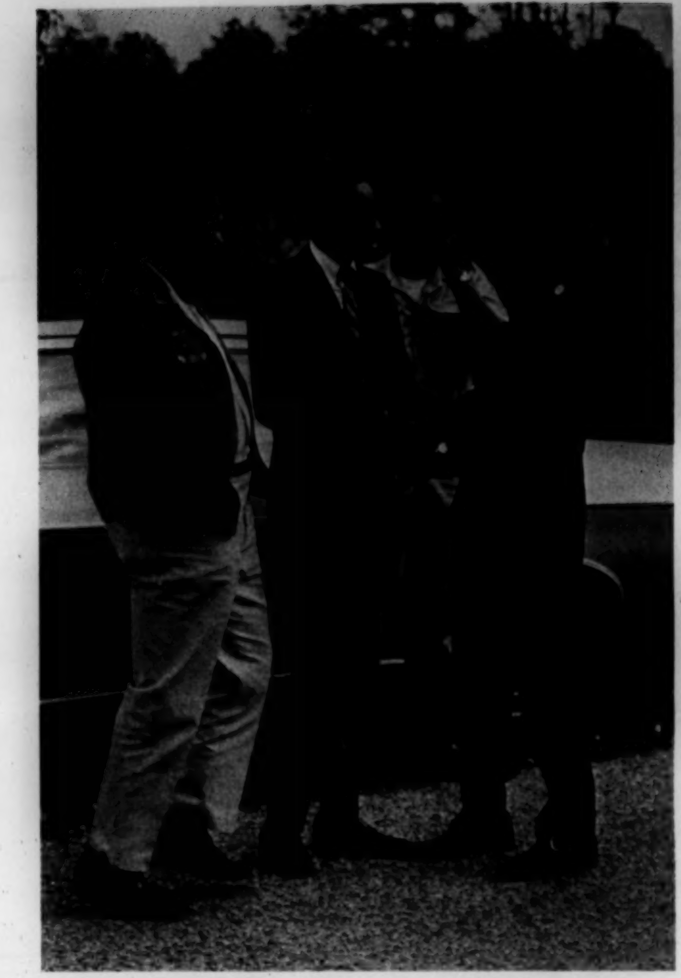
GREENE COUNTY ALABAMA In Greene County, resources are considerably slimmer than in Fayette. Yet pressures on the all-black government for concrete accomplishments mount from week to week. SEDFRE Staff Associate Spiver Gordon's prime task has been to help elected officials carry through the practical first steps necessary to secure federal funding and commitments from private industry.

Well underway is chartering of the Greene County Economic Development Corporation, a basic first step for all local economic development programs. While awaiting state approval, SEDFRE consultants are pulling together a general feasibility study on the particular types of industry best suited to the county's natural and human resources. A group of businessmen have agreed to visit the county and suggest practical business opportunities.

Following are some highlights of recent progress:

* In housing, SEDFRE'S TAP staff is preparing a Workable Program: the technical groundwork required for a variety of Federal housing assistance programs...HUD has allocated funds for the first 50 units of "turnkey" low-cost housing...In addition, OEO approved a $35,000 grant for planning and developing a modular home plant. This will mean jobs for 20 field workers in connection with a feasibility survey.

* Two key programs in health and welfare came through in May: a general medical program providing a local doctor with office space, money and medical supplies for meeting the health problems of low-income county residents; and a food-stamp program to subsidize food-stamp purchases for people unable to afford their cost, and to develop food-buying and garden clubs in the area. Both programs are to be funded by the OEO: health at $30,000, and food stamps at $25,000.



Spiver Gordon, Ronnie Moore greet Greene County Sheriff, Rev. Thomas Gilmore.

* Long negotiations will bear fruit late in May, when Levi Strauss, a major national manufacturer, will start operating a modern plant that existed in Greene County, but was idle when the present administration took over.

Black consultants have proved willing to contribute expertise to local officials. A New Jersey finance and personnel expert, for example, provided job descriptions and a suggested method of equalizing salaries for Greene County employees, and continues to work on a personnel policy manual and pension plan. Research and proposal-writing assistance came from the Black Economic Research Center and the U.S. Department of Commerce. A January "think-tank" on Greene County problems brought together, with Alabama officials, a group of top advisers on industrial development and housing, drawing the majority into continuing commitments to assistance.

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NEW MATERIALS

With two new manuals off the press in 1971, SEDFRE'S series of how-to guides on topics of wide interest to community groups and organization now numbers seven.

How to Be an Effective Board Member describes what a board is and does, covering five main tasks: policy-making and goal-setting; program-planning; getting and spending money; setting priorities and delegating responsibilities; and evaluation. There are sections on such specifics as running a meeting, dividing the work through committees.

Help! I Have to Write a Report describes how to decide on the purpose and audience of a report, to collect needed information, to organize the material. Tips on writing are presented through a series of terse do's and don'ts. Advice on the appearance of the report and recommended paperbacks on writing and style are also included.

Copies of these and previous manuals are available at cost: 25¢ a single copy, $20 a hundred.

"Running the Schools: A Challenge for Elected Officials" is a SEDFRE Report describing three state education seminars conducted during 1970 in Alabama, Connecticut and Indiana. Copies are available on request.

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PILOT SCHOOL PROJECT IN BALTIMORE

Baltimore parents and local community leaders are learning to be effective members of six experimental School Councils, under development as part of the city's Model Cities Pilot Schools program.

SEDFRE trainers are working under Malcolm Johnson, community participation coordinator of the program. The object: to develop these new, predominantly parent-member Councils, into six individual bodies, each serving its own school in a unique and relevant way. Five Saturdays from March through May were set aside for all-day training sessions.

Curriculum was designed to develop efficiency, understanding and practice in such specific skills as communications, research, team-building, program planning, evaluation and budgeting. In addition, Council members were given information about problems high on their particular agendas: drug abuse, why children fail, the availability of federally aided school programs such as Title I of the E.S.E.A. SEDFRE trainers will follow up these introductory sessions by providing technical assistance to the newly created School Councils at their first evening meetings.

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WORKING WITH SCHOOL BOARD OFFICIALS

Since the 1969 National Conference of Black School Board Members, SEDFRE has been building its reputation as the primary national training and material resource available in this field. A series of statewide education seminars, sponsored during 1970-71, widened current contacts among minority-group board members in Connecticut, Indiana, Alabama, Maryland, Mississippi and Delaware. Invitations now come in from our board-member trainees to assist as resource persons at state conferences they themselves are arranging: i.e. South Carolina, North Carolina, Texas, Illinois. SEDFRE staff also was invited to conduct pre-convention sessions for a group of some 100 minority school board members attending the National School Boards Association annual convention, by Robert DeFrantz of the Indianapolis school board, chairman of the NSBA Black Caucus.

At SEDFRE educational change workshops, school board members define their interests not only in school financing, curriculum development and teacher performance, but also in the serious search for ways to achieve accountability from board member to paraprofessionals. In urban centers, trainees place heavy emphasis on quality education, regardless of issues connected with school desegregation, teacher work stoppages or busing patterns. In more rural and Southern areas, concerns center around the displacement of black teachers under unitary school systems designed to promote integration.

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HOW TO RUN A COMPREHENSIVE HEALTH PROGRAM

Penn Community Center in Frogmore, South Carolina, was the setting for three weekends of hard work in April and May. Between 35 and 45 local residents met each weekend to learn how they can function most effectively as Board or Council members setting policy and advising the newly established Beaufort-Jasper Comprehensive Health Services Program. This federally funded effort was launched to provide badly needed medical services, health education and environmental action in a two-county area which has suffered severe and disproportionate disabilities in health, disease and malnutrition.

Comprehensive health services have been set up. Both the Board (composed of local organizations, industry and community representatives) and the Council (made up of people elected to represent the 19 target areas, plus organizational representatives from these areas) invited SEDFRE to conduct training. Focus was on developing effective participation of representatives of the families and communities receiving the health services. Project director is Thomas C. Barnwell; Council Chairman, Louvenia Smalls; Board Chairman, William W. Grant, Jr.

Training focused on the specifics of policy-making and advising, with both information and skill development emphases. Sessions described: the nature and scope of comprehensive health services; the structure of the Beaufort-Jasper program; the special roles of Board Members and Council Members, and the interrelationships between them. Participants were helped to spot important issues, devise strategies, recognize and utilize available resources. Special attention was given to goal-setting, problem solving, strategy planning, negotiating, intercommunication. Skill workshops were also held on such topics as obtaining grants and public relations.

Among those drawn in as expert resource persons was Dr. Tom Levin, assistant professor of community health, Albert Einstein College of Medicine, founder and first director of the Child Development Group of Mississippi. SEDFRE'S Director of Program Development, Shirley Bryant, served as workshop coordinator for the Beaufort-Jasper Comprehensive Health Services Board/Council Training Program.

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KENTUCKY HUMAN RIGHTS COMMISSION SPARKS WORKSHOP

The Kentucky Human Rights Commission and SEDFRE co-sponsored a weekend workshop for black members of administrative boards, elected officials and community leaders throughout the state. Among the approximately 50 taking part in this seminar were men and women serving on youth and human-relations commissions, advisory committees and community development corporations which serve as sponsors of new housing. A good cross-section of leaders in positions of some community responsibility took part in this training seminar held the weekend of April 23-25 at Otter Creek Park, Kentucky.

Key issues were: accountability; conflict-of-interest between a single individual's board and staff responsibilities; goal setting; and the rules of parliamentary procedure as they pertain to board functions. The training process featured problem solving exercises based on real community problems and situations in Kentucky. By focusing on these case studies, related to urban renewal, housing and citizen participation, trainees were able to establish goals around the question of getting more blacks into key decision-making positions. For example, first targets to work for in Louisville were pinpointed as the high school athletic association and the city's housing authority.

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HEAD START PARENT-INVOLVEMENT TRAINING

SEDFRE Training Director David Helper works through a problem with a Head Start parent (right) and staff specialist (center). This Nassau-Suffolk County (N.Y.) workshop is one of many five-day parent-training sessions underway throughout New York and New Jersey. Program was designed by SEDFRE for Region II of the Office of Child Development, U.S. Department of Health, Education and Welfare.

Region I (New England) parents also are being trained by SEDFRE and will soon be serving on parent-enabler teams, bringing the message of more effective parent involvement into local centers. In the two regions, some 1,150 trainees will be reached during the school year.

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Dealing in Futures

Several longtime supporters have recently apprised us that they have earmarked bequests to SEDFRE in their wills. Others have turned over life insurance policies, no longer needed for the original purpose foreseen at the time of purchase.

Bequests like this give SEDFRE a real - and vital - sense of continuity and growth. Most important, such gifts, made during one's lifetime, do not deprive the donor of income he or she may need now. We urge all who can do so to think ahead and likewise help assure the future development of SEDFRE and the cause to which its staff, board members and supporters are so deeply devoted.

NOVEMBER 1971

SEDFRE newsletter

SCHOLARSHIP, EDUCATION AND DEFENSE ▪ FUND FOR RACIAL EQUALITY, INC. ▪ 315 Seventh Avenue New York, N.Y. 10001

Three New Departments Focus SEDFRE's Efforts in Areas to Assist Blacks and Other Minorities

In response to growing demands for SEDFRE services in specific program areas, three new departments have been created to bring together staff, resource materials and network consultants stressing economic development, housing, and health and education.

The new Economic Development Department will focus on bringing jobs, money and skills to rural Southern communities by establishing contact between local black elected officials and representatives of industry, Government agencies and foundations. And as a broader objective, there is the aim of strengthening black enterprise on a national level. A departmental budget of $81,375 has been authorized for a staff of three, serving some of the 102 predominantly-black counties in the South.

We have named Kenny Johnson Director of Economic Development. A former SEDFRE scholar, he came to us through the early civil-rights movement, having worked on community organization and voter-registration drives in Iberville and Ascension parishes in Louisiana. He is a graduate of Bard College and holds a Master's degree in city planning from Yale. Mr. Johnson, 24, has worked with SEDFRE for five years, with the New York City Housing and Development Administration, and for housing and community development groups in New Haven, Connecticut.

The formation of a Housing Department represents an expansion of our work in the past two years with low-income black and Puerto Rican tenants in New York City; Newark, New Jersey, and Greene County, Alabama, to improve their living conditions. With a budget of $63,925 and a staff of four, the department is currently focusing on three groups of run-down buildings in the Bronx, training some 600 families to organize themselves into a housing cooperative that will purchase, rehabilitate and manage their buildings.

The director of the new Housing Department is Andres Flores Jr., 28, a New Yorker of Puerto Rican ancestry and graduate of City College of New York. He has been with SEDFRE since 1968, and helped traing school and community groups in Gary, Indiana; Newark, New Jersey; Hartford, Connecticut; Beaufort, South Carolina, and Springfield, Massachusetts.

Finally, the Health and Education Department will unify our efforts in several related fields -- especially with black elected and appointed school-board members and adminis-

David Helper, second from left, is SEDFRE's Training Director. Those named to new posts are Andres Flores Jr., at the left, Miss Shirley A. Bryant, and Kenny Johnson, at right.

trators. Funds totalling $164,200 have been allocated for a staff of five for this new department, which is now training Head Start parents and staff in seven Northeastern states, Puerto Rico and the Virgin Islands. Additional projects include the Manhattan Country School, the Westchester (N.Y.) Community Opportunity Program and the Beaufort-Jasper (S.C.) Comprehensive Health Services program.

Shirley A. Bryant will head the Health and Education Department. She is 28 years old, and holds a Bachelor's degree from Hanover College in her home state of Indiana, and a Master's from the Fordham University School of Social Service. Before coming to SEDFRE in 1969 she worked at a Head Start Center in Harlem and as a caseworker for the New York City Department of Social Services.

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Board of Directors Adopts $869,930 Annual Budget

A budget of $869,930 to carry the organization through August 31, 1972, was adopted by SEDFRE's Board of Directors at their recent meeting -- an increase of approximately $100,000 over actual expenditures for the fiscal year just ended.

Departmental allocations include $183,000 for Leadership Training, $81,375 for Economic Development, $63,925 for Housing, $164,200 for Education and Health, $58,360 for Program Services and $57,200 for Scholarships. While audited figures are not yet in, we estimate an operating deficit of nearly $50,000 for the 1970-71 fiscal year.

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SEDFRE TRAINS ARMY CHAPLAINS: In response to racial clashes at domestic and overseas bases caused by feelings of discrimination in promotions, duty assignments, housing and at service clubs, efforts are being made to broaden the ministry of chaplains so that they can act to reduce racist practices within the military. Hank Smith Jr., Associate Director of Training, at the right, and Bob Jackson were among those who conducted a four-day series of workshops in September for 96 chaplains and 10 instructors at the Army Chaplains Training School, Fort Hamilton, in Brooklyn, N.Y.

Blue-Jeans & Easy Bath Carry "Made In Alabama" Label Thanks to SEDFRE

Elsewhere in this issue of the SEDFRE Newsletter there is an explanation of the benefits to a community as a result of economic development, based on our experience in Fayette, Mississippi. But that role is it that we, as an outside agency, play in bringing these about? The answer to this question can be found in recent reports from SEDFRE field staff under the direction of Kenny Johnson, head of our Economic Development Department, on their activities in Greene County, Alabama.

A year ago, for example, local officials established a county-wide Economic Development Commission based on a needs-assessment and recommendation by SEDFRE. And since then we have provided training and other consultant services to the seven non-paid members of the Commission, to enable them to ultimately deliver the goods and services so long neglected.

Over the summer, we put the Commissioners in touch with Fibro Products -- the Florida-based manufacturer of the Easy Bath sit-down shower which is seeking to relocate further north. Besides acting as intermediary or match-maker, as it where, we are now helping the Commissioners raise $5,000 as the local share in moving this company, which expects to employ 30 people within the next six months.

In July, some 39 people started work at a previously-idle plant now operated by Levi Strauss and Company, a major clothing manufacturer --after lengthy negotiations during which we served as supportive resource aides to the Economic Development Commission. The makers of Levi's expect to have a complement of 150 when the plant is in full swing, with an average pay scale above the $1.60 Federal minimum wage.

And in September word was received that the Commission had been awarded a grant of $77,100 by the Presbyterian Economic Development Council (PEDCO) for operating funds and staff for the current fiscal year, based on an application prepared and walked-through by SEDFRE staff. This grant will enable the Commission to hire local people for their staff and assemble the data to intelligently attract suitable industry. In the coming year, we anticipate being involved in training this new staff, and in making the surveys and developing the plans to enable the Commissioners themselves to attract industry that will be most beneficial to the county. We are, in fact, currently preparing for them a wide-ranging report on the economic problems and potential of the area, similar to that which we did on Fayette, Mississippi, two years ago.

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SEDFRE Offers Booklet On The "ABC's Of Community Organization"

A 16-page guidebook for "organizing individuals and groups for effective local action," written by Ronnie M. Moore, executive director, is now being offered by SEDFRE.

Entitled "Some ABC's of Community Organization," it is designed for those who "don't just complain and blow off their anger about injustice," but who are willing to "do something about it."

The manual is designed as an introduction to organizing as a pathway to action, written to help the new community organizer. It provides "some basic concepts, a process of leadership and education, some useful techniques in building skills and helping people work together."

Single copies of this new brochure are available from SEDFRE, 315 Seventh Avenue, New York City 10001, for $1 each, with bulk order at $75 per 100 copies.

THE REPORTER DISPATCH WHITE PLAINS, N.Y., WEDNESDAY, OCTOBER 20, 1971

CAP Groups Seek Change In Philosophy

By CYNTHIA JO RICH
Staff Writer

It was a strategy weekend, a planning seminar, an emotional give and take that ended in the participants' conviction that the first step for Westchester Community Action Programs is the formation of a philosophy.

As one staff member put it, "Those who don't want to work for the goal make their decision and get out."

"Our philosophy is not the philosophy of the community, or of blacks, or of the poor," said Ron Lindsey of Greenburgh CAP, "but (it is) the philosophy of OEO, Washington and HEW.

"If changing our philosophy means we would no longer be," Lindsey said, "then so be it."

Olmstead Camp and Retreat Center at Cornwall-on-Hudson hosted about 50 staff and board membes of Community Action Programs in Peekskill, Ossining, Tarrytown, Greenburgh, Mamaroneck, Eastchester and Mount Vernon. The seven groups belong to the Westchester Community Opportunity Program, Inc.

The CAP people were there for a workshop led by the Scholarship, Education and Defense Fund for Racial Equality (SEDFRE) of New York. SEDFRE's stated purpose is "to try to help groups overcome road blocks to progress."

Pamphlets on "How to be an Effective Board Member," "How to Apply for Grants" and "Political Strength and How To Get It" were included among printed material distributed. But that was the end of the "how-to."

The rest — determination of direction and goals — had to be hammered out among the participants in hours of brainstorming.

"We're not here to lead you," SEDFRE's Hank Smith, associate director of training, and workshop leader told the group.

From 8 to 11 p.m. Friday; from 8 a.m. to 10:30 p.m. Saturday and from 8 a.m. to noon Sunday, the group labored as one, divided into workshops by area, then workshops by interest, and came together again for an abrasive videotape session Sunday.

Board members were accused of "typical middle class insensitivity" after the 15-minute taping of a mock board meeting the group discussed two hours.

But when a SEDFRE trainer asked board members to "aise your hand if you are insenstive" and "who is middle class?" one board member's hand went up on the last question.

Staff members concerned themselves with how to involve communities they serve in political action within federal guidelines, which prohibit politicking by federally funded groups. They talked about "working ourselves out of a job," seen by some as an end result of getting poor people on their feet and on their own.

Other topics included need for "on the street" community involvement by board members, careful orientation of new board members and means of stimulating community interest in CAP programs.

The cost of the seminar was $1,450 According to Smith, the workshop "should have cost $3,000" for trainers and materials But, said Smith SEDFRE is committed to working with groups "who really want and need help."

He said SEDFRE will hold follow-up sessions with local CAP units.

SEDFRE SPONSORS REGIONAL ECONOMIC-PLANNING WORKSHOP IN MISS.

In an effort to develop a regional approach to both analyzing and solving common problems, SEDFRE will soon hold a three-day conference on economic development for victorious black candidates now running for office in six Mississippi counties. The objectives of the conference are to provide black elected officials with the contacts and potential resources to develop and implement a unified program of economic growth and development for the six counties, once they have set their own priorities from among the many needs they were elected to satisfy.

Slated for next month in Jackson, it will feature a five-man team headed by Ronnie M. Moore, executive director; Marvin Rich, president and Kenny Johnson, director of economic development, plus various resource persons, to guide the participants in working together to attract new, job-intensive industries in the six counties of Adams, Amite, Claiborne, Copiah, Jefferson and Wilkinson. In addition, the prospects and possibilities of both Government and foundation grants will be explored.

As this issue of the SEDFRE Newsletter goes to press, some 100 blacks are candidates for office in these counties on Election Day, November 2.

SEDFRE Helps Bring Water To Rural Jefferson Co. as Part of Economic Devel.

Economic development is not a terribly human term. So in the June issue of its Newsletter, SEDFRE reported some of the actual results of the new jobs created in great part through the efforts of its full-time staff associate in Fayette, Ed Cole. New home construction up. Car sales up. Sales-tax collections up. Extended hours of business for the local bank.

But there is an even more-human side to the picture, portrayed by Mr. Cole in a recent report he filed concerning one of the most elementary human needs -- water.

Right now there are some 400 families in the Cannonsburg/Churchill sections of Jefferson County who are relying on rain for their water supply. Mr. Cole was only too familiar with their situation, having been born and raised in Cannonsburg himself. So he organized residents around this issue and helped them to conduct a formal survey of their needs. With the aim of connecting these families to the neighboring Adams County Water Association, SEDFRE aided in the negotiations between the two and wrote and walked-through a proposal for assistance from the Farmer's Home Administration.

Thus by April of next year, after nine months of construction on the connections between those who have no water and those who have it, a steady and reliable source of water will be available to all 400 families in these two rural areas of Jefferson County. Following are some highlights of SEDFRE's other recent activities in the economic development field in Fayette:

-A City Planning Commission was established, and has adopted a Zoning Ordinance, Sub-Division Regulations and Building Codes, as well as a recommendation to re-develop Fayette's business district. Negotiations are currently underway -- with the Jefferson County Improvement Corporation as part owner -- to purchase a half-block property and construct a new supermarket and other stores.

-Applications were developed under the Safe Streets Act that resulted in 60-40 per cent matching grants to the Fayette Police Department for the purchase of two-way radios, a new squad car and new summer and winter uniforms.

-Negotiations were begun by SEDFRE for an additional 150 single-family homes to be built with funds from the Federal Department of Housing and Urban Development.

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Help Stamp Out New Year's Resolutions: Work Gets Done Through CONTRIBUTIONS

It is getting near the end of the year. A time to take stock, to evaluate what we have done this year, and to develop ideas for what we would like to do next year. We in SEDFRE are doing that and many of our supporters are doing the same. Some will make contributions to SEDFRE and to other good causes in cash, some in securities which have appreciated in value. Some will make bequests or other deferred contributions.

We are grateful to all of you who have supported our work for a better, more humane America over the years. We have worked in the field from day to day. You have made it possible.

17 Scholars Graduate; $57,200 Now Aids 114

Some 17 participants in the Eleanor Roosevelt Scholarship Program received their baccalaureate degrees this past June, from among the total 114 high school and college students in SEDFRE's two-pronged student aid effort that is budgeted at $57,200 for the current fiscal year.

Of the recent graduates, several have chosen the legal profession as their careers. David J. Dennis (Dillard and University of Michigan) has returned to New Orleans as a member of the civil rights firm of Elie, Bronstein and Strickler, and Catherine P. Mitchell (Florida A. & M. and Rutgers) is now a Reginald Heber Smith Fellow in the Community Lawyer Program of Howard University, working with the North Mississippi Rural Legal Services.

Several are continuing their education, including the following: Thomas L. Henderson (University of Ohio) is working towards his Master's degree in black studies; Nannie Mae Miller (Tuskegee) is taking her Master's in Public Health Nutrition, and David M. Krashna (Notre Dame) is now a first-year law student.

Among the current Eleanor Roosevelt Scholars, three are in law school at Harvard, Rutgers and Southern universities. The remainder are undergraduates in such places as Albany State College, Dillard, Howard, Jackson State, Spelman and Tulane. Three-fourths of these students are originally from the South.

True to their social commitments, their majors include economics, political science, sociology and nursing. And despite the fact that as students in colleges away from their home communities -- where they were generally on the front lines of the freedom struggle -- they have had to lay down new roots, most of SEDFRE's Eleanor Roosevelt Scholars are members of campus organizations involved in social-concern issues.

The other aspect of SEDFRE's aid to students is the Vocational Advisory Service. Now in its second year of operation through SEDFRE, it provides "gap money" to enable 69 motivated, high-risk students to continue their enrollment in various high schools and colleges in the New York area. Often this assistance is based on referrals from the school's guidance counselors, and is used to provide such things as carfare, lunches and other forms of maintenance.

DID YOU KNOW? In the election last April D'Army Bailey and Ira Simmons were elected to the City Council in Berkeley, California. But did you know that each is a former recipient of an Eleanor Roosevelt Scholarship? Mr. Simmons (at the left) went to Florida A. & M. and Howard Law; Mr. Bailey used his scholarship to attend Clark U. and Yale Law.

SEDFRE newsletter

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY, INC. ▪ 315 Seventh Avenue ▪ New York, N.Y. 10001

Action -- "First Thing Monday Morning" -- is Emphasis of Economic Development Workshop

Residents of the Wilkinson County town of Woodville, Mississippi, are in the process of setting up their own credit union, **while** people in Fayette, in Jefferson Co., are carrying through on the commitment by a savings and loan association to open a branch office there. And in Claiborne Co., a Concentrated Employment Program is being devised by local officials and the U.S. Department of Labor.

These are three of the action programs that grew out of a workshop designed to establish a regional approach to economic development through job creation in three predominantly black counties in Southwest Mississippi, held at the Hotel Heidelberg in Jackson on January 14, 15 and 16.

The 60 participants, recently-elected black officials and community leaders, heard Atlanta's Vice Mayor Maynard Jackson deliver the opening address at the workshop on Friday night, stressing the need to couple political and economic strength. **(See photo.)**

The bulk of the learning that weekend took place in individual workshops, conducted on a rotation basis, that featured representatives of the following agencies: U.S. Economic Development Administration, Southwest Mississippi Economic Development District, U.S. Department of Labor, State Employment Security Commission, and Federal Office of Economic Opportunity.

In addition, the SEDFRE resource team included Herman Pride, a director of State Mutual Savings and Loan Association; Dr. Alvin Puryear, a noted black economist; Spiver Gordon, executive director of the Greene Co. (Ala.) Economic Development Commission; Bruce Baines of the Delta Valley Federal Credit Union, and Gene Mosley, chairman of the board of J and M Enterprises.

HEIDELBERG

The objectives for the workshop, as designed by Kenny Johnson, SEDFRE's director of economic development, included the following:

1. To aid participants in identifying the economic needs of their communities.
2. To provide participants with information on the types of programs (state, federal, private) in economic development and job creation that they can initiate and implement now.
3. To provide participants with a working knowledge of the types of structures and institutions they will need to develop in order to carry on a program of economic development.
4. To provide participants with contacts and resources they can utilize in developing and implementing a program of economic development through job creation (i.e., government, industrial, foundation).

It was the task of a six-man team headed by Mr. Johnson to see that these objectives were met during the weekend. But it fell to Ed Cole, SEDFRE staff associate in the state, to assist the 60 participants in implementing their plans "First Thing Monday Morning."

*

In Wilkinson Co., reports Mr. Cole, some 30 people have been attending a series of meetings to set up a credit union--which they felt was the route to take--so people can have a place to save their money and make small personal loans, and to create capital for small business ventures.

The first task of the group has been to prepare a survey to establish sufficient interest, and then to determine the "common bond," or who will be allowed to join the credit union. Both problems are being solved in SEDFRE workshops in Woodville, where blacks have elected a County Supervisor and two school board members, but do not yet have majority control of local government.

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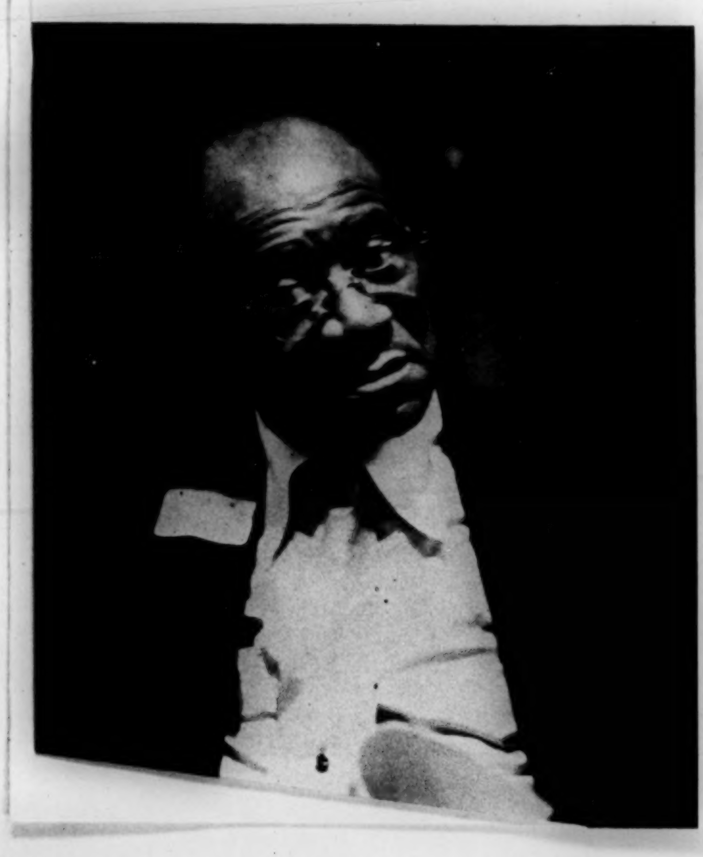


The Concentrated Employment Program being designed by Claiborne Co. residents is a job-training effort to enable underemployed or un-employed people to qualify for jobs in the half-dozen or so plants in the county. A wide range of skills are required, reports Ed Cole, as indicated by the nature of the industries: paper tubing production, manufacturing of plastic dishes and woodworking. A nuclear-generating plant operated by the Mississippi Power and Light Co. is also a major prospective employer for those trained by the Concentrated Employment Program.

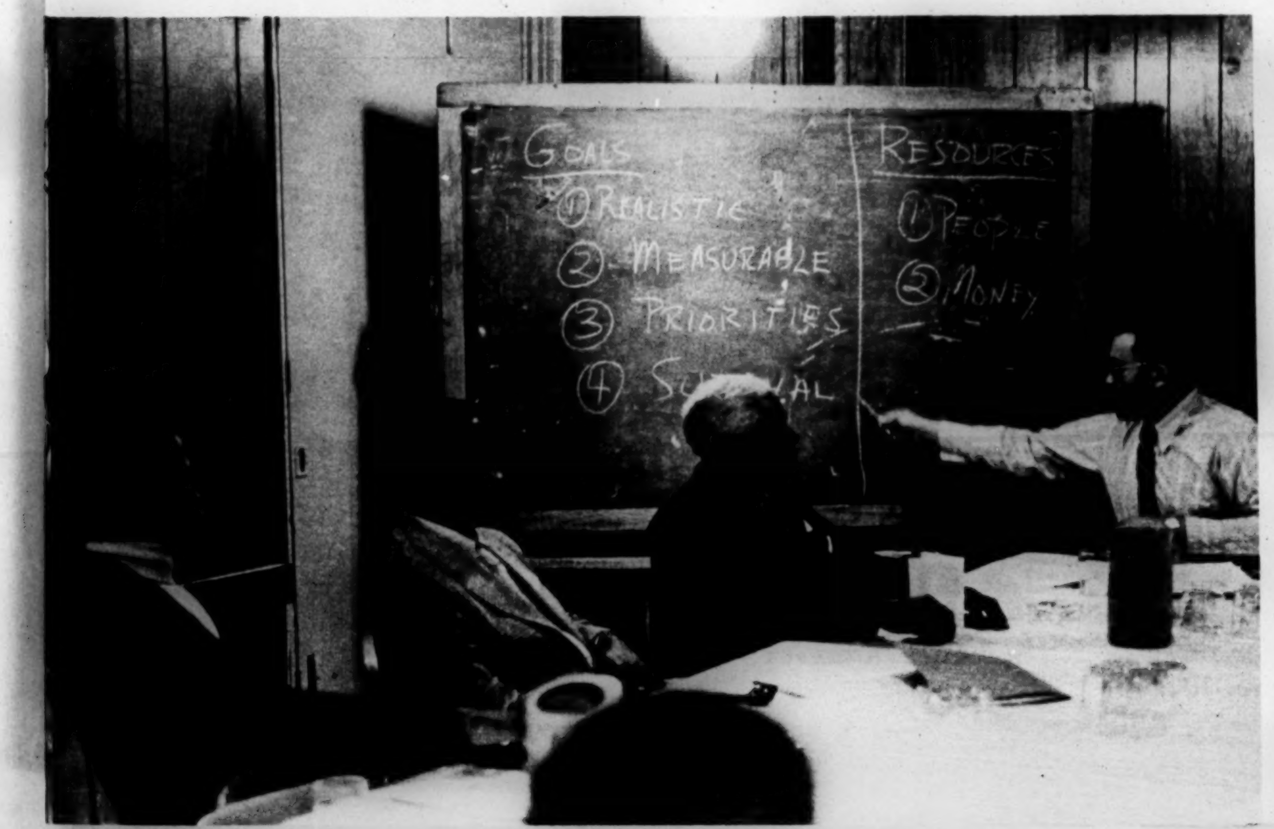
*

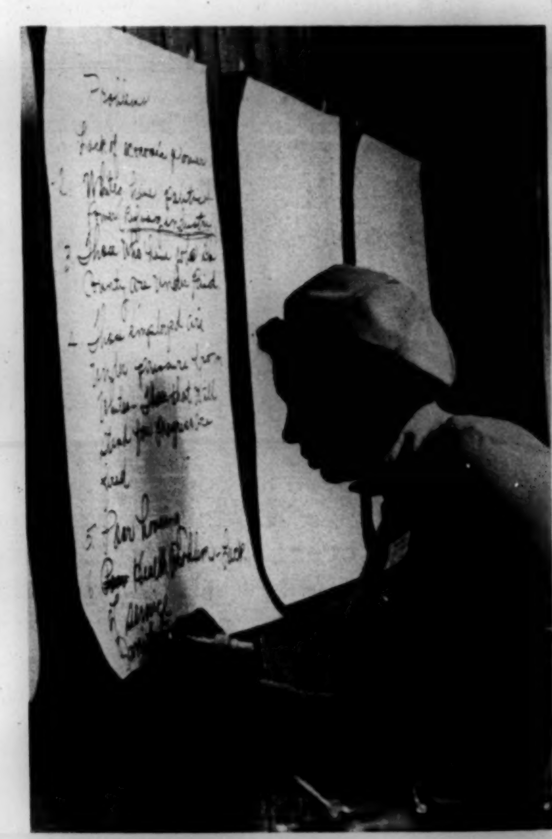
Loan applications from Jefferson Co. residents are already being processed by State Mutual as it prepares to open a branch office in Fayette, the county seat. The county has but one commercial bank so far, reports Mr. Cole, and that one doesn't encourage either deposits or loans from black people. State Mutual's Mr. Pride thus expects his institution to improve the financial picture in the county--that's what it has done in its 18 years in Hinds Co. as the only black owned and operated savings bank in Mississippi.

*

And finally, Mr. Cole reports progress with community groups and economic development specialists in Lamar County, where a small delegation was sent to the Jackson workshop. There, three thrusts are being made. The first is the setting up of a local development corporation, with by-laws being written, a prospectus being prepared and approval being sought from the Secretary of State to sell its stock. Next is the establishment of a Business Advisory Committee, comprised of owners and operators of auto repair shops, laundromats and a skating rink, with a prime concern being the purchase of liability insurance on a group basis. Third, officials in Lamar have been holding SEDFRE-run workshops to organize a program of job opportunities in the business sector, under the Department of Labor, with details still to be worked out.

As an example of the workings of a regional approach to economic development, Mr. Cole points to the several self-service laundries in Lamar County. With SEDFRE as a middleman, so to speak, the recently established Commercial Chemical Corporation in Fayette has agreed to supply its laundry-soap products free of charge for one month to the Lamar laundromats.





Open Seminar Series A Success As Groups Ask for 2nd Round

"Very informative and precise." "A revelation for me." "Very impressed." --These were but some of the comments from a few of the 37 participants in the first of SEDFRE's Open Seminar Series, held during the weekend of February 18-20. Under the general guidance of staff associate Donald Johnson, its subject was "Proposal Writing and Grantsmanship," and featured SEDFRE president and fund-raiser Marvin Rich as the principal trainer, while Kenny Johnson, economic development director, focused on applying for government grants.

Those attending the seminar, held at the New Yorker Hotel, included officials at anti-poverty agencies in Monmouth Co., N.J., and Yonkers, N.Y.; the Newark Model Cities office; the Mayor's Office in Wilmington, Del. (Division of Social and Human Development); the New Jersey Early Childhood Learning and Development Center, and the Ministerial Inter-Faith Association of NYC.

The lectures and discussion that weekend centered around the requirements of the 1969 Tax Reform Act, sources of foundation funds, working up a budget for a proposed project, researching the availability of Federal financial assistance, the use of local funding alternatives, and actually writing a proposal.

Future topics in the Open Seminar Series, to be presented in May and June, include the Basic Skills in Training Trainers and the Theory and Practice of Community Organizing -- both of which SEDFRE has concentrated on during its 10 years of building self-reliance. Like last month's, these two will be carefully designed to present a maximum amount of information and skills within a set time, with the usual attention to detail, individual learning needs and the proper training atmosphere that are characteristic of SEDFRE workshops.

But of course, participants will not always feel that their needs were entirely met. At the grantsmanship seminar, for example, some were heard to comment that "we may need your advice once we start writing proposals," or "I may need much more help than I can currently anticipate." And, as suggested by some of those who attended, there will be a periodic repetition and expansion of the series.

* * *

Youth Services Agency Brings Us Back To Newark

Having worked with various aspects of the Newark, N.J., Model Cities organization over the years, SEDFRE is returning there this Spring -- this time to assist the Youth Services Agency with a 12-week training program for 90 young men and women ages 15 to 18. The participants are members of one of three recreation and education centers in the Model Cities area that are open for teenagers 13 hours a day, six days a week.

Although the centers are run by adults, the young people--mostly black and Puerto Rican-- do have an ever-increasing voice in designing their own programs, reports SEDFRE's Bob Spencer, the staff associate in charge. There are, for example, policy councils of 30 members each, with 1/3 youth representation, so that "youth provide service to youth."

But to do the designing of their own activities at the three centers, the 90 trainees will need leadership skills in working with their peers and with pre-teenagers. They'll also need to become familiar with the total range of resources in their own neighborhoods and in the broader community. And they'll need to know how to plan and operate a variety of programs in the most effective and efficient manner possible.

All these, and more, are the strengths brought to Newark by Mr. Spencer -- a Master's degree candidate at the School of Social Work at Fordham University -- and his team of five SEDFRE trainers over the next three months.

Ten Years of Building Self Reliance

SEDFRE was established 10 years ago to do just that: BUILD SELF RELIANCE. At the height of the civil rights struggle in the early Sixties, we came into being as a non-profit arm of that movement ... to provide scholarship assistance to some of the young people who were laying their lives on the line at lunch counters and bus stations around the country ... to provide the educational skills to people who were organizing their fellows around these issues ... to provide funds for the legal battles that followed from the exercising of constitutional rights.

In the ensuing decade things changed. So have we. While the struggle for civil rights and racial equality goes on, it is often less dramatic. Picket lines, rallies and mass marches have given way to the formation of farmers cooperatives, tenants associations, anti-poverty agencies, day care centers, health programs, etc. organized by community people. To meet what they feel to be the most pressing issues in the community, some people made the transition from community leader to elected official.

Here, then, is how SEDFRE as an organization has changed and grown in the past 10 years to provide the training and technical assistance to minorities in their struggle for community development. Training people in such skills as how to conduct a meeting ... how to organize an action committee ... how to communicate effectively with one's peers. Technical assistance in doing the basic research needed to support a request for funding a pilot project ... drafting proposals and walking them through Federal agencies and private foundations ... providing resource teams to train new police recruits.

SEDFRE Marks 10 Years of Building Self-Reliance; Gibson & Simmons to Speak at April 12 Celebration

Three workshops, two speeches and a luncheon will be the highlight of SEDFRE's tenth anniversary celebration April 12 from 10:30 A.M. until 2 P.M. in the Martin Luther King Jr. Center, 310 West 43rd Street, in New York City.

The first workshop will focus on leadership training, with a panel composed of Dorothy Height of the National Council of Negro Women; Shirley Bryant director of SEDFRE's Health and Education Department, and David Helper, assistant executive director of SEDFRE.

The second panel, on the subject of economic development, will feature Robert Browne, head of the Black Economic Research Center, along with Kenny Johnson, SEDFRE's director of economic development.

The final workshop will present a case study of Greene County, Alabama -- the first in the nation to elect a full slate of black officials. Panelists will be Robert Brown, Superintendent of Schools; Spiver Gordon, director of the Economic Development Commission, and Oscar Williams, head of the Housing Authority, all from Greene County.

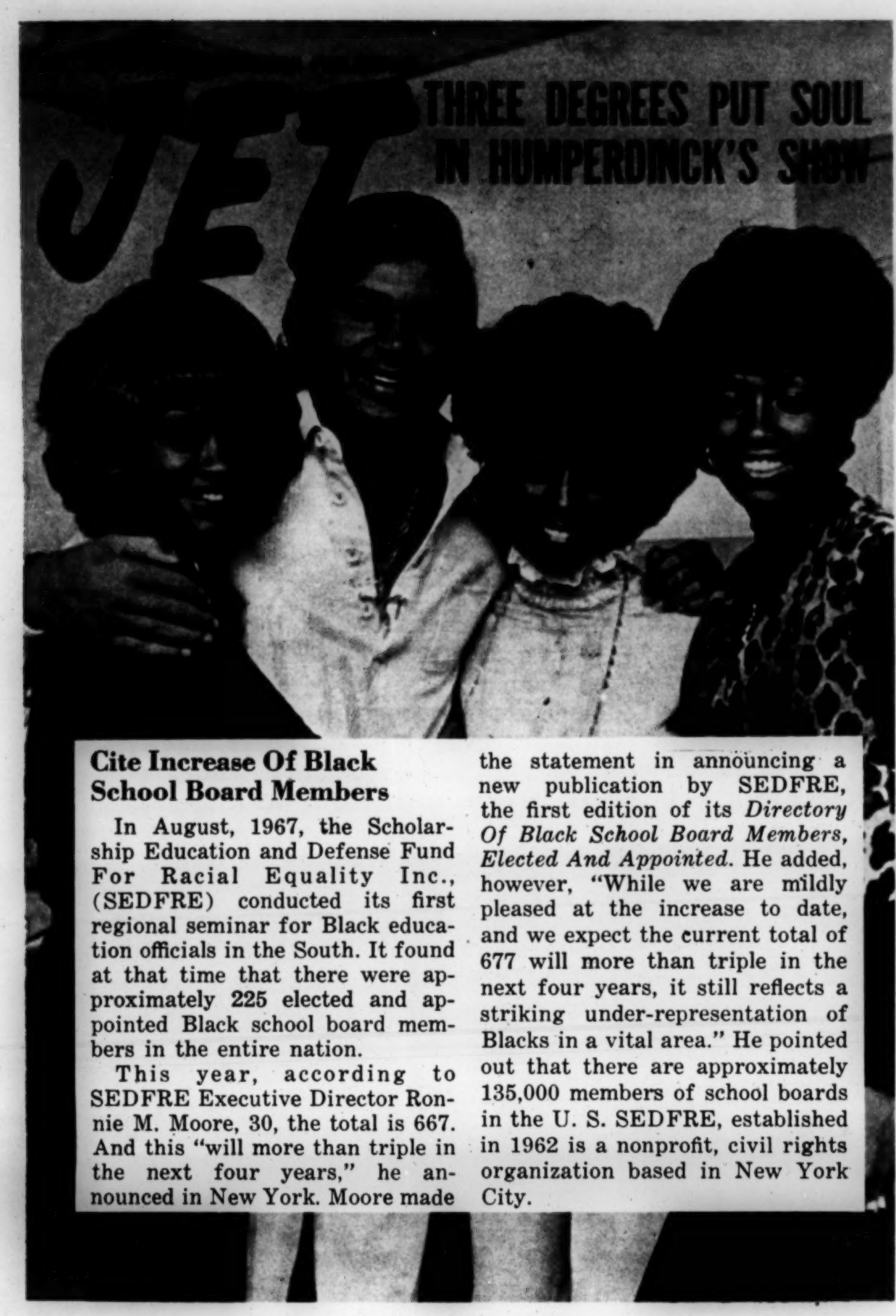
It will be the task of the two luncheon speakers to analyze the past 10 years of SEDFRE's growth in terms of a programmatic approach to turning promises into performance. And to do that we have tapped Mayor Kenneth A. Gibson of Newark, N.J., and Samuel J. Simmons, Assistant Secretary of the U.S. Department of Housing and Urban Development.

Tickets for the anniversary celebration are available at $12 each, including luncheon.

* * *

Blacks Elected In Gretna, Fla. Once again the efforts of several organizations at various stages have led to ballot-box victories for blacks in a Southern community--this time in Gretna, Florida. Elected as Mayor late last year in the Gadsden County town of 2,500 was Earnest Barkley Jr., who, at the age of 27, will undoubtedly help bring representation to the youth vote. Mayor Barkley's victory was shared by the election of blacks to a 3-to-2 majority on the Town Council, and the Town Clerk as well.

And while this stage of the electoral success was made possible with the help of a voter registration drive by the N.A.A.C.P. earlier in 1971, SEDFRE is proud of its role. Between 1966 and 1969 SEDFRE conducted more than a dozen North Florida workshops on citizenship education, economic development and community organizing, that included representatives from Gadsden County.


JET
THREE DEGREES PUT SOUL IN HUMPERDINCK'S SHOW

Cite Increase Of Black School Board Members

In August, 1967, the Scholarship Education and Defense Fund For Racial Equality Inc., (SEDFRE) conducted its first regional seminar for Black education officials in the South. It found at that time that there were approximately 225 elected and appointed Black school board members in the entire nation.

This year, according to SEDFRE Executive Director Ronnie M. Moore, 30, the total is 667. And this "will more than triple in the next four years," he announced in New York. Moore made the statement in announcing a new publication by SEDFRE, the first edition of its *Directory Of Black School Board Members, Elected And Appointed.* He added, however, "While we are mildly pleased at the increase to date, and we expect the current total of 677 will more than triple in the next four years, it still reflects a striking under-representation of Blacks in a vital area." He pointed out that there are approximately 135,000 members of school boards in the U. S. SEDFRE, established in 1962 is a nonprofit, civil rights organization based in New York City.

New Directory, Brochures Are Published by SEDFRE

In addition to the Directory of Black School Board Members, Elected and Appointed, described in the recent JET magazine article at left, a new brochure is recently off the press. It is entitled "Problem Solving for Groups -Principles and Practices."

A synthesis of training techniques used in workshops, this eighth manual in the "How To" series by SEDFRE discusses problems that may arise within the structure of an organization, in its program or in its strategies for action.

As a further note, "How to Apply for Grants," originally published a year ago, is now in its third printing --and 35 copies have been ordered by the New York Public Library.

Other subjects in the series are negotiating skills, using public relations, writing reports, being an effective board member and raising money for community action. For any of these the cost is 25¢ for a single copy, $20 per 100 copies.

The School Board Directory is available for $1 per copy. And the recently published "ABC's of Community Organization," described in the November Newsletter, is $1 each or $75 per 100.

* * *

E.D.A. Grant Aids Greene Co., Ala. A grant of $28,000 from the Economic Development Administration of the U.S. Department of Commerce --based on a proposal written by SEDFRE and "walked through" the Federal maze-- has been awarded to the Greene County, Alabama, Economic Development Commission to assist in attracting new occupants for the industrial park and to permit the hiring of a bookkeeper. Meanwhile, construction is still underway on the building that is to house the Fibro Products Co. plant where the Easy Bath sit-down shower will be manufactured. These and other developments in and around Eutaw, the county seat, will be reported in the next issue of the SEDFRE Newsletter, based on next month's tenth anniversary panel discussion featuring representatives from Greene Co.

JANUARY 1973

SEDFRE newsletter

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY, INC. ▪ 315 Seventh Avenue ▪ New York, N.Y. 10001

SEDFRE SEMINAR SERIES SPOTLIGHTS SKILLS

Nearly 50 people participated in the latest of SEDFRE's seminars designed to teach organizational development skills. Participants included actual trainers as well as those just entering the training field. They hailed from such agencies as community action programs, colleges, all levels of government, the U.S. Navy, narcotics agencies, and youth organizations from New York, New Jersey, Pennsylvania, Connecticut, Washington D.C., and Indiana.

The sessions, held at International House in New York City, went from November 16 through 19 and focused on the skills, techniques and concepts required for needs assessment. The SEDFRE trainers who designed and guided the seminar were Ada McClinton, Andres Flores, Donald Johnson and John McNeill.

The SEDFRE Seminars concentrate on specific aspects of organizational development allowing plenty of time for actual practice in skills. The November session concentrated on methods of gathering relevant data, pinpointing priority problems, and developing a training design to meet specific needs.

The next seminar will be held January 26-28. It will focus on grantsmanship and proposal writing. Advance registration is required. Send applications to Donald Johnson, Coordinator, SEDFRE Seminar Series, 315 Second Avenue, New York 10001.

TURNING A PAPER ORGANIZATION INTO A REAL ONE

"We did three weeks' work in five days," said SEDFRE consultant, Bob Cross, who, with Lyn Dozier, met with the director and board members of Graham Avenue Neighborhood House in Paterson, New Jersey, to identify their problems and start on the road to solving them.

Neighborhood House is a community organization sponsored by the Catholic Church. Except for its Executive Director, all staff are volunteers. The objective of the training sessions was to enable Neighborhood House to function more effectively as a service-oriented organization.

After a first session on trying to identify their problems, it became apparent to the 12 participants that their organization existed only on paper. The group then spent two hours discussing the need for Neighborhood House, why residents no longer related to it, and what could be done to turn it into "The New Neighborhood House". Some answers were found -- restructuring of the board to more fully represent the community and plans to translate their new program philosophy to an action program. Next step includes seeking funds to implement their ideas.

HELPING HUD EMPLOYEES MOVE UP AND OUT

Will they like me out there? Will I be able to find a house I can afford? Are the schools as good as those we're leaving? These are just some of the questions some 20% of Americans face annually as they move to another part of the country.

Then, if these problems are complicated by an upward move in employment, the total effect can be overwhelming.

Coping with this very situation was required of some 225 employees of the Department of Housing and Urban Development who, as part of HUD's upward mobility program, were given the opportunity to transfer out of Washington to branch offices. The Special Training and Reassignment (STAR) Personnel project helped them face the challenge.

In a series of ten two-day workshops, SEDFRE helped these 225 HUD employees face their own questions and feelings about moving on the job and geographically. Working closely with HUD officials, the participants aired the questions they had about the unknown geographic and employment areas and received on-the-spot factual information that helped dispel their fears. The result of the sessions, according to the participants, was more confidence in dealing with job-change dynamics.

In addition to the ten workshops, SEDFRE also conducted a week-long laboratory to train the Economic Opportunity specialists who had been singled out for further training to take over better jobs. The lab training was designed to give practice in solving anticipated problems that would arise on their reassignment.

Among the good results of the training sessions listed by participants were: finding out what to expect in the field; getting positive feedback; improving ability to communicate; and being able to apply learing to real-life situations.

NEW UNIFIED APPROACH TURNING GREENE COUNTY AROUND

A national prototype for reversing negative trends in poverty-stricken rural counties seems to be taking place in Greene County, Alabama. The old ways of getting piecemeal service programs to treat symptoms and try to lure business to locate have been replaced in Greene County by a unified program that involves dovetailing the County's internal resources and services into a mutually-supporting economic base.

There are two prongs to the operational base being carried out by the Greene County Economic Development Commission with SEDFRE's continuing help: (1) service programs that aim at the heart of basic problems such as hunger, housing, education, and health care; (2) industrial development that also meets the basic need for jobs and economic development which can sustain long-term prosperity.

Among the successful service programs since the elections of 1968 and 1970 secured an all-black government are these:

. To fight hunger, an experimental $30,000 OEO food stamp program

. To meet health needs, a one-year OEO grant of $30,000 for a General Medical Services program that permitted hiring of a doctor, receptionist and four outreach workers

. To provide education, a total of $100,000 from various grants to the Greene County board of education, and a $3,000 grant from the Voter Education Project for an 11-week voter registration drive

. To provide jobs and skills, an $11,000 OEO grant to hire Vietnam veterans in the department of sanitation; U.S. Department of Labor grants totalling over $60,000 for Neighborhood Youth Corps job training programs, with job slots in the County Public Works and as school paraprofessionals; and $97,000 from various sources to hire junior deputies in the sheriff's office.

Although these service programs provided some jobs, they are too few and too temporary to be of any long-range effect to the County's employment picture. Therefore, the industrial development program aims at securing long-term economic strength. Some of the initial successes to date toward that aim are:

. An EDA grant of $67,000 permitted building utilities in a new industrial park in Eutaw, the County seat. With the utilities in, some industries have decided to locate in the County. With economic help from the Small Businesses Administration the Winchester Carton Company moved to the industrial park and now employs some 75 workers. The Levi-Strauss Company is now building a new plant there and plans to expand its present staff from 65 to over 100 by the end of the year. A locally owned company, the Unique Brothers Manufacturing and Sales Corporation, got a loan from the County's Economic Development Council and expanded to 13 workers. Similarly, the Hall Brothers Trucking Company started with three employees and plans to increase that to 15 - 20 in a few months.

. A second industrial park near Boligee has been purchased and is being prepared for development.

. Several government and non-government agencies are providing general assistance to the County's bootstrap economic efforts. The Lutheran Church in America has given the Economic Development Council $10,000 for bookkeeping and printing expenses. The Presbyterian Church gave $77,000 for general support. The Campaign for Human Development donated $10,000 for start-up money for plant location. EDA has provided $28,000 for technical assistance; and the U.S. Office of Minority Business Enterprises has approved $125,000 for the assistance of small businesses in a seven county area that includes Greene County.

. The EDC has just completed, with SEDFRE's help, a comprehensive plan designed to create over 1,000 new jobs in public service, natural resources utilization and industrial development that would in turn stimulate a spin-off of hundreds of other jobs through the derived demand.

The early successes are impressive but they are a bare start. A comprehensive attack on the County's critical school problems has just begun. And the effort will be sustained.

CONTINUING PROGRAMS

Among the SEDFRE training and technical assistance programs that go on on a continuing basis are:

. Training of U.S. Army chaplains at Fort Hamilton in Brooklyn. Training is designed to deal with the causes and crises of racial clashes at domestic and overseas bases and give the chaplains guidance in how they can help reduce racist practices within the military.

. SEDFRE continues its work with Head Start staff and clients to give training in generic skills, such as setting objectives, problem identification and problem-solving, clarifying roles and responsibilities, and community participation in the program.

Trainees include administrators in Region II (New York and New Jersey) as well as regional office staff. Staff and parents in the Virgin Islands' Head Start programs are receiving specialized training.

A six-day training program in staff development was conducted between July and September for 45 employees in the seven educational centers operated by the Community Life Head Start Agency in New York. One of the achievements of the session was the bringing together of the variety of people who should be working together to deliver the education, social service and food program aspects of Head Start so that they could share their problems and learn how to work as a team on day-to-day activities. The trainees' own evaluation of the program was positive: increased understanding between individuals and a movement toward a more cohesive effort.

SEDFRE STARTS SUBSCRIPTION SERVICE

The front-line activity with which SEDFRE has been engaged -- helping minority groups, communities and organizations to develop self-reliance and the abilities needed to achieve their goals through training and technical assistance -- has often called for new materials to deal with social interaction problems.

These new materials, having been based on actual field experience with real problems, are now available through SEDFRE Subscription Service. The materials include reports, digests, directories, brochures, and pamphlets that give actual "how it's done" practical tips on dealing with community or organizational problems.

For $50 a year, SSS subscribers will immediately receive SEDFRE's entire library of how-to manuals and, as they appear, all future materials. Those already putting the existing materials to practical use are government programs, CAP centers, school boards, neighborhood associations, and business groups.

HELPING FUTURE LEADERS DEVELOP THEIR POTENTIAL

A four-year old institution, Malcolm King/Harlem College Extension, provides free college courses to residents of Harlem and East Harlem, concentrating on developing future leaders who will stay and work in their community. A required course in Human Relations is designed to improve interpersonal skills and develop leadership potential.

SEDFRE's Ada McClinton, Director of Program Services, served as a consultant at two weekend retreats for 20 students each in April and November. During the two-day training workshops, the students explored their own attitudes to develop greater self-awareness; heightened their realization of the need for group responsibility; interacted around issues of ethnicity; and tried their skills in problem identification, strategy planning, community organization, political awareness, and negotiation.

Malcolm King/Harlem College Extension operates with volunteer services, including a volunteer faculty, and relies on contributions for such "extras" as the weekend Human Relations retreats.

GETTING THE LEAD OUT

The last week in September and the first week in October found representatives of 25 local health programs around the country and five staffers from HEW's Bureau of Community Environmental Management facing the challenge of eradicating lead poisoning in our cities. The community leaders were given both information on how to screen children for lead poisoning and training in working with other groups to see the connections between poverty and other social conditions and this epidemic.

Shirley A. Bryant, SEDFRE's Health and Education Department director, who designed the ten-day workshop, said, "We want to get behind the epidemic phase to root problems." Participants heard federal officials on proposed national plan to get rid of lead paint; learned from SEDFRE trainers how to assess community needs; engaged in problem-solving and planning skills practice. Focusing on community organization and entree, they discussed ways of implementing styles and techniques of communication.

The national conference will now be followed by field work in each of the cities represented at the meeting, with SEDRFRE lending technical assistance to deal with the local realities of the problem.

Follow-up workshops will again bring the workers together to exchange information on their successes and failures. In this way, individual experience can be compared to the group's as a whole, and the scope of further training can be most effectively decided upon.

SEDFRE

Ten years of building self-reliance scholarship aid, training and technical assistance to minorities in their struggle for community development.

contributions are deductible for income tax purposes

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GETTING THE BOARD AND STAFF ON THE SAME TRACK IN NEW HAVEN

The Hill Health Center has been providing increasingly comprehensive health services to residents of the Hill neighborhood in New Haven, Connecticut for the past four years, largely with funding from HEW. But there have been problems. There was a major turnover in staff a year ago, accompanied by a major crisis caused by a cut-back in funds. One way out, the Center thought, would be to extend its program coverage from the 8,000 families now enrolled to more of the 28,000 residents of the Hill.

SEDFRE was called in to conduct a senior staff and board training session. In its needs assessment prior to the training design, it became clear that expansion of the program was a premature step; that first, the board and staff had to re-evaluate their relationships and get a clearer view of their separate roles and responsibilities.

After interviewing various staff and board members and meeting with board committees, four training objectives were developed for the three-day sessions: to devise viable systems of communication between board and staff; to clarify roles and responsibilities of individuals; to develop a mutual understanding of agency by-laws and their functional application; and, to examine and clarify the functions and operating procedures of board committees.

After the session, participants expressed the feeling that they had developed a good working knowledge of each other's activities. Some formalizing steps could be taken, such as rewriting the by-laws and setting down clear definitions of each person's responsibility. Plans were also made to hold an orientation meeting for new board members no longer than a week after their election.

Participants in a workshop on Economic Development include Dr. Cedric Tilburg of the Lutheran Church in America and Dr. Robert Browne of the Black Economic Research Center (Photo on the left). Workshop was part of SEDFRE's Tenth Anniversary Conference. The Honorable Kenneth Gibson, Mayor of Newark also addressed the Conference.

MSS SEDFRE
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NEW YORK CORE, 1960-1962

Box 11
Folder 9

State Historical Society of Wisconsin

Please Retain Original Order

November 22, 1960

Mr. Albert Barlow
Assistant Treasurer
Chase Manhattan Bank
57 William Street
New York, N. Y.

Dear Mr. Barlow:

Mr. Ruskin and I both feel that our conference with you on October 24 and November 7 as well as our joint meeting with you and Mr. Schofield on November 10 to discuss expanding employment opportunities for Negroes, Jews, Puerto Ricans and other minority group persons with the Chase Manhattan Bank were encouraging.

We look forward to meeting with you in mid-January to learn of your progress in this area.

We are enclosing ten sets of literature describing CORE's philosophy and techniques of nonviolent direct action to eliminate racial discrimination which you requested for distribution. Additional sets are available at any time.

Thank you for meeting with us.

Sincerely,

Evelyn J. Rich
Regional Representative

EJR/ckh
cc: Mr. Schofield

a national organization with affiliated local groups working

CONGRESS OF RACIAL EQUALITY
CORE

to abolish racial discrimination by direct, nonviolent methods

38 PARK ROW
NEW YORK 38, NEW YORK
COrtlandt 7-0035

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community relations director
James R. Robinson
executive secretary

December 16, 1960

Dear Friend:

The employment committee of New York CORE opened negotiations with the Chase Manhattan Bank in November in an effort to increase job opportunities for minority group persons in the banking industry.

Bank officials assure us that Chase Manhattan now hires all qualified persons regardless of race, color or creed. However, only a small number of Negroes, Puerto Ricans, Jews and other minority group members have found employment there.

Would you please tell your friends and associates - or if you are a Minister, your congregation - of the employment opportunities with this bank in a wide range of jobs including tellers, guards, accountants, clericals, and executives.

I should like to hear of the results of job applications so that the committee can be guided in its further negotiations. Thank you for your cooperation.

Sincerely yours,

Evelyn J. Rich

(Mrs.) Evelyn J. Rich
Chairman, Employment
Committee, New York CORE

EJR/jl

the newspaper will hire
qualified persons in the
following categories:

CORE considers this
agreement with The News,
America's largest newspaper,
an important first step
In expanding job opportunities

192 Vernon Avenue
Brooklyn 6, New York
December 17, 1960

Congress of Racial Equality
38 Park Row
New York 38, New York

Dear Mrs. Rich:

I'm a high school senior and I should like a partime position in the Chase Manhattan Bank. Please send me an application.

Respectfully yours,
Vendie Anderson.

answered 1-27-61
duplicate of
Banks letter!

147-20 Linden Boulevard
South Ozone Park 36, New York
December 17, 1960

Congress of Racial Equality
38 Park Row
New York 38, New York

Dear Mrs Rich:

Please send me an application for a partime job in the Chase Manhattan bank. I am now a senior in High School

Yours truly
Leonora Banks

57 William
4th floor

December 24, 1960

Congress of Racial Equality
38-Park Row
New York 38, N.Y.

Gentlemen:

I have a great grievance. One of a great injustice by any reasonable human standards:

I worked for more than six years as a clerk with the N.Y. State Division of Housing, 270-Broadway, Room #920 I gave satisfactory service throughout as a permanent employee from a Civil Service, Competitive List.

In 1955, I sustained an injury on my job from which I was able after four years legal action, to establish causal relation to a coronary insufficiency that developed in my condition

Recently however Mr. William Myers, our personnel head, arbitrarily and without justifiable reason transferred me to another section that has work and working conditions that are quite inimical to my cardiac condition. The pressures and tensions in the new location are against my condition, and my cardiologist doctor Julius Einstein of 233 East 69 St. N.Y. 21, N.Y. has advised against my being transferred to any other job. My present job is still available, and essential.

Further, my present job is essential, and available, and some one must be put there to perform the duties that I have performed for more than six years willingly and well.

Yet yesterday Mr. Myers gave me a notice in writing that I am suspended from the payroll pending the hearing of insubordination charges he intends to prefer against me in 7 days. Therefore, please look into my grievance impartially. That's all I ask!

Very respectfully,
Albert Morris

P.S. I ask only Justice, nothing less or more!

February 27, 1956
December 24, 1960

Congress of Racial Equality
38- Park Row
New York 38, N.Y
Gentlemen:

The Plan about which I am writing you has been in my heart and consciousness since the middle of 1942. In fact I wrote a letter to the late F.D.R. on December 6th, 1942, giving the Plan in details. Since that time I wrote to former President Truman, to President Eisenhower, to Tom Dewey, to Representative Adam Powell and to several others....the late Senator Taft, Senator Glenn Taylor and several other legislators....In addition, I have written not less than four hundred other letters to many other persons on almost every level of circumstances in the nation, prominent and otherwise, both men and women.

Now, my Plan is: To create a new department in the government, either by amending the Constitution in the regular manner, or by Executive Order by the President of the United States, if the regular way proves too difficult. The new department - The Department of Integration - headed by the Secretary of Integration, (whose specific function shall be to enforce the Constitution of the United States and its Amendments, together with the American Bill of Rights) should do so absolutely without bias - without fear or favor - integrating the interests of all the citizens in the nation, once and for all, completely and fully....establishing and enhancing and maintaining at long last, true Liberty and Justice for All U.S. Citizens.

Moreover, for the time being, until such a time when we, as a nation, shall be able to look upon and accept every citizen of the U.S. as just another citizen (- Son of God, the Divine Principle of Being-) the Secretary of Integration should be a black man or a black woman, in order to form a natural balance, really to show that we mean business at last....!

Finally, let us at length stop the fruitless practice of merely pruning rotten leaves... Indeed, let us instead uproot the vile and vicious tree of bigotry.... and in fact, let us at last attain a nation truly indivisable...One for All....and All for One, with Full Freedom, Liberty and Justice for All....And now, please accept my sincere thanks for your kindness in reading this and for your joining in the work of establishing true equality of Opportunities for All, in these great United States, of North America. Meanwhile, please permit me to be,

Yours very respectfully,
Albert Morris
Albert Morris

Albert Morris
P.O. Box 39
New York 26, N.

P.S. I am sending you this letter together with the other as a reminder. I am certain that I have sent you at least one other before this one. I am also sending it to you as a means of identifying myself Thank You A. Morris

December 30, 1960
1595 E. 174th Street
New York 72, Bx.,

New York Committee of Racial Equality
38 Park Row New York

Dear Sir,

I have been employed by Continental Can Company three years. On December 6, 1960 I was terminated from the Company because I'm a Negro. I have been called a negger accused of stealing, discriminated against with other Negroes and threated with bodily harm. I have been terminated unjustly and without reason.

While employed by the Company there were 270 men working for the firm. Only ten of them were Negroes. Since the Personel Supervisor's job was filled by Mr. Bud Cole, the Negroes has been discriminated against and harassed to an unquestionable extent.

I would deeply appreciate the New York Committee of Racial Equality (over) to make a investigation so that you can recapitulate the problem more fully.

Your Truly

John T Harris Jr

(Ti 22649)

B Employed By
Continental Can Co.
50-02 55 Ave
Maspeth Long Island

270 Broadway
Barcley 7-1616

THE FOLLOWING PAGES ARE THE BEST
AVAILABLE.

January 27, 1961

Mr. Albert Morris
P.O. Box 39
New York 26, New York

Dear Mr. Morris:

The New York State Commission Against Discrimination, 270 Broadway, (Barclay 7-1616) has the power, as you undoubtedly know to investigate complaints about the discriminatory practices of an employer or company and to terminate them where discrimination is verified.

If you are being suspended for these reasons, you ought to contact SCAD and request an investigation.

Surely within the New York State Division of Housing there is some effective way an employeee can voice a grievance - either through a union or another organization which represents the employee.

CORE does not investigate employee grievances against employers. I am enclosing several pieces of literature describing what we do do and how.

If in the future we can be of service to the community in those areas where we do act and where further action is indicated, please call on us.

Thank you for bringing this matter to our attention.

Sincerely,

Evelyn J Rich

Evelyn J. Rich
Chairman
Employment Committee
New York CORE

January 27, 1961

Miss Lenora Banks
147-20 Linden Boulevard
South Ozone Park, New York

Dear Miss Banks:

The Personnel Office of the Chase Manhattan Bank is located at 57 William Street in lower Manhattan. They do not mail out applications.

We suggest that you apply in person weekdays between 9 a.m. and 5 p.m. Thank you for your interest and do let us know how yourapplication for employment is received.

Most sincerely,

Evelyn J. Rich
Chairman
Employment Committee
New York CORE

January 27, 1961

Mr. John T. Harris Jr.
1595 E. 174th Street
New York 72, New York

Dear Mr. Harris:

I have studied your letter about conditions at Continental Can where you were employed until recently for some time now and am not at all satisfied that my suggestions will resolve the special situation you cite.

The New York State Commission Against Discrimination at 270 Broadway (Barclay 7-1616) was created to deal with problems such as complaints about discriminatory practices. The Commission investigates to determine whether complaints are justified and within some limits is empowered to require that the discriminatory policy or practice be terminated.

It seems to me that they can act with respect to Continental Can and that you might call them for an appointment to discuss the situation with them.

CORE has not investigated complaints against employers who hire minority group persons and discriminate against them within the employment situation. Rather we have concentrated our activities on increasing job opportunities and making it possible for minority group persons to find employment in industries and occupations previously closed to them.

I am enclosing some literature about CORE which you may find helpful. The Committee would like to hear of your contacts with SCAD and would appreciate it if you would call me after you speak with them. My home phone number is AStoria 4-8230.

Thank you for bringing this matter to our attention. I look forward to hearing from you.

Sincerely,

Evelyn J Rich

Evelyn J. Rich
Chairman
Employment Committee
New York CORE

EBINGERS STILL DISCRIMINATES...

After weeks of talking, plus a picket line....

Ebingers Bakeries finally agreed to hire Negro employees, BUT....

There is a big string attached.

All that Ebingers will hire is two Negro salesclerks .... ONLY 2

There are 11 Ebinger Bakeries in Negro or mixed neighborhoods.

This is NOT integration. This is NOT fair play. This is an INSULT to the Negro Community.

This isn't even half-a-loaf. Ebingers is offering us crumbs. THE COMMUNITY WILL NOT SETTLE FOR CRUMBS!

Every week we spend thousands of dollars buying Ebingers cakes Therefore....

WE DEMAND:

1. A fair employment policy at Ebingers -- for truck drivers, office workers -- equal opportunity for ALL jobs regardless of race, creed or color.

We will insist that Local I.I.LI., of Retail Sales Clerks Union which represents Ebingers' sales clerks demand equal opportunity for all workers.... anything less makes them equally guilty.

Unless Ebingers integrates its sales force by February 3, we shall picket their stores again, beginning February 8.

JOIN US IN OUR FIGHT FOR FAIR PLAY.

Join our picket line for Justice in Employment --- Come to our meetings on Wednesday nights January 31 and February 7 at YMCA Bldg.
1121 Bedford Avenue - 8:30 P.M.

Sponsored by: Operation Unemployment, Andrew Cooper Coordinator
Unity Democratic Club, Thomas R. Jones, Executive Member
Labor Committee, NAACP, Warren Bunn, Chairman
Brooklyn CORE, Robert Palmer, Chairman
Negro American Labor Council, Fred Small, President

FIGHT DISCRIMINATION...
WIN JOBS....DEMAND DIGNITY

WM. P. GILLOTTI
ATTORNEY AT LAW

600 CONCORD AVENUE
BRONX 55, NEW YORK

3/15/61

Dear Sirs,

We have followed with interest & admiration the courageous operations your organization has mounted against segregation in the South. However, like others we felt the extention to Northern 5 & 10's was, though theoretically valid, pragmatically untenable, based as it was on the emotionally exiguous tie-in of corporate identity. But worse than it's ineffectiveness was that it seemed to imply that there were no local candidates qualified by their own merits (or rather demerits) for the same treatment.

What we have in mind is a drive against job discrimination in N.Y.C.. Of the unholy trinity of active prejudice (schools, housing & jobs) it remains even in such company the least defensible. For this reason it became the first to receive legislative attention. But how much has really been done? We've had the chance via many contacts with white (& we do mean white) collar employment agencies to learn just how little "equal job opportunity" must mean in practice. We have yet to have seen any job applicant whose caucasian quotient was less than impescable.

Of course the employment agencies are only servants of the employers will & are in any event too numerous to warrant attention. But certainly evidence exists proving beyond denial that a pattern of discriminatory hiring is practiced by many large employers. (It would also be proper to act against the headquarters of labor organizations that countenance or cultivate the same evils).

Each one of the unholy trinity has it's cover story, it's anfractuous rationale. In the case of job discrimination it's entirely oblique & since it purports to eschew any fondness for prejudice it succeeds. The "discriminating" employer claims to be just that, in the innocent sense. He defends his hieratic privilege of discretion. And unfortunately the public is largely taken in. Why not? The caucasian public is in fact a direct & indirect beneficiary. For that reason we suggest that any whites who participate in such a program be required to pledge themselves not to seek or accept employment from the interdicted firms. This would seem a bare minimum evidence of sincerity & solidarity.

It is important both that job discrimination be ended (& legislation cannot do it) & that the Northern public face it's own culpability. We would be proud personally to participate.

Sincerely,
W. P. Gilotti

March 20, 1961

Mr. William P. Gillotti
600 Concord Avenue
Bronx 55, New York

Dear Mr. Gillotti:

It is certainly not our intention that our local groups supporting the southern sit-ins should desist from action in their own communities. In fact, of course, this is not the case. Most of our groups are carrying on significant action to end discrimination in their own community. Boston has done really magnificent work in ending housing discrimination. Chicago has done pioneering work in terms of de facto school segregation and New York and Brooklyn CORE have also taken action in this field.

I' m turning over your letter to Mrs. Evelyn Rich, chairman of the employment committee of New York CORE. They have done some good work and are in the midst of a major project. Perhaps you will be able to be of some assistance to them in this.

Thank you so much for your concern.

Sincerely yours,

Marvin Rich
Community Relations Director

MR/ckh

April 12, 1961

Congress of Racial Equality
38 Park Row
New York 7, N.Y.

Gentlemen:

Across the street - practically- from you is 195 Broadway, American Tel. & Tel.

Please walk inside once - at your lunch hour if you will- and perhaps you know it, I didn't - I saw on the entire ground floor one Negro employee-working in the bill payment-collection dept.

I work for a large company and as a result we frequently have telephone sevice - repairmen coming in. I have yet to see one single Negro, and this of course is more difficult to determine, a Jewish serviceman.

The writer wonders if not something could be done if it is found that A.T. & T discriminates. If this is found to be so perhaps a campaign could be started for subscribers to the telephone to relinquish the service. I for one would be glad to give up my phone.

CARVER FEDERAL SAVINGS
AND LOAN ASSOCIATION
75 WEST 125TH STREET · NEW YORK 27, N.Y.
1273 FULTON STREET · BROOKLYN 16, N.Y.
TRAFALGAR 6-4747

JOSEPH E. DAVIS, PRESIDENT

PLEASE ADDRESS REPLY TO BROOKLYN OFFICE

June 2, 1961

Mrs. Evelyn Rich
C.O.R.E.
38 Park Row
New York 38, N.Y.

Dear Mrs. Rich:

Please let me thank you and congratulate you on the excellent message you brought to us at Westminster Presbyterian Church last Sunday. I am sure that everyone present agreed that you were more than a substitute for Marvin. The numerous questions you received from the audience was an indication of the interest we all have in our fight for freedom.

As a member of the Advisory Committee of Brooklyn C.O.R.E. I was delighted that my Church took the opportunity to sponsor this program. I was also pleased over your use of Carver to illustrate the answer to one of the questions.

Best wishes and kindest regards.

Very truly yours,

Richard T. Greene
Richard T. Greene
Manager - Brooklyn Office

RTG:wm

U.F.49

POLICE DEPARTMENT
CITY OF NEW YORK
NEW YORK 13, N. Y.

July 21, 1961

Mrs. Evelyn J. Rich
Regional Representative
CORE
38 Park Row
New York 38, N. Y.

Dear Mrs. Rich:

Police Commissioner Michael J. Murphy has asked me to acknowledge your letter of July 13th and, also, to express his thanks to you for writing.

It is indeed a pleasure to know that Deputy Chief Inspector Nicholas J. Gaffney performed his duty in such a manner as to warrant your commendation.

Your expressions will be brought to the attention of this officer and his superiors, after which appropriate notation will be made in his personal file as a permanent record.

Very truly yours,

Elizabeth M Traube

Elizabeth M. Traube
Executive Secretary to
Police Commissioner

k

October 12, 1961

Mrs. Lucas
Supervisor
Employment Division for Women
New York Telephone Company
210 Washington Street
New York, New York

Dear Mrs. Lucas:

Miss Garst and I feel that our meeting with you yesterday was most profitable in exploring ways in which the Congress of Racial Equality can work with the New York Telephone Company in resolving charges of discrimination.

We hope that you will furnish us with a list of minimum standards for the different job categories in the telephone company as we requested. We recognize that changing conditions require changing standards and that the information which we hope you will supply represents only the general requirements [illegible] which you consider in evaluating a potential employee.

As we suggested earlier this information will make it easier for us to eliminate those complainants who obviously do not meet your minimum standards.

We should like to learn also of the final disposition of the case of Annie Louise Hawkins. We hope that you that you will be able to find some clerical position where she can perform competently.

We are enclosing some descriptive literature about CORE and look forward to hearing from you as soon as possible.

Sincerely,

Evelyn J. Rich
(Mrs. Marvin Rich)

NEW YORK TELEPHONE COMPANY

140 WEST STREET, NEW YORK 7, N. Y.
AREA CODE 212
EX 4-3066

MRS. MARY E. LUCAS
SUPERVISOR OF EMPLOYMENT

October 25, 1961

Mrs. E. Rich
Congress of Race Equality
38 Park Row
New York, N. Y.

Dear Mrs. Rich:

This letter is in reply to your appeal of reviewing and investigating the possibility of employment for Miss Annie L. Hawkins with our Company.

Please be assured that every consideration was given to Miss Hawkins' case, and I am sorry to say that we are unable to place her.

If we can be of any assistance to you in the future, please do not hesitate to call upon us.

Sincerely,

Mary Lucas
Supervisor of Employment

for the month of October 1961

INCOME	Sep. 30 '61	Oct 31, '61
from: [1]Dues	$ 275.20	$ 35.75
[1]Initiation fees	106.00	10.00
[2]Contributions	388.93	158.00
Fund Raising Parties	317.92	202.00
Theater Benefit (Blacks)	695.74	
Weekend Cabin Trips	140.16	129.50
Undesignated Bank Deposit	153.11	
Total Income	$2077.06	$ 535.25

EXPENSES		
for: Executive Secretary	$ 128.50	$ 120.00
Rent		60.00
Telephone (2 months)	59.84	
Postage & Address Stencils	152.04	
Printing & Posters	150.91	
Other Office Expense	101.56	
Annual Convention	305.71	
Other Travel	39.60	
Cleaning (42nd St)	41.00	
Taxes to National CORE	236.50	
Special Projects & Contributions:		
Parents Workshop	8.67	
NY Freedom Rides	105.00	
New Rochell Committee	40.00	
National Amer Labor Con	29.50	
Bank Service Charges	9.97	
Total Expenses	$1408.80	$ 180.00
Excess of Income over Expenses	$ 668.26	$ 355.25
Add Assets at beginning of period	$ 389.65	$1057.91
Total to be accounted for	$1057.91	$1413.16

Assets:		
Cash of Hand		$ 338.50
Bank Balance	$1194.48	1150.52
Security Deposit (Rent)	60.00	60.00
Beverages for Parties		30.00
Total Assets	$1254.48	$1579.02
Liabilities:		
Taxes due National CORE	$ 165.86	$ 165.86
Telegrams (Convention)	30.71	
Total Liabilitdes	$ 196.57	$ 165.86
Assets less Liabilities	$1057.91	$1413.16

ESTIMATED INCOME AND EXPENSES PER MONTH

Income (Net income for 13 months from dues, initiations, contributions, divided by 13) $115.00

Expenses:	
Rent & Salaries [illegible]	$180.00
Telephone (allowing for 200 overcalls)	30.00
Stamps for 2 mailings per month	20.00
Office Supplies & Printing ($15.00 per wk)	60.00
Taxes to National CORE	12.00

contacted
+ agreed to let
us know when
CC meeting
arranged

104-35 199th Street
Hollis 12, New York

November 13, 1961

Congress of Racial Equality
38 Park Row
New York, New York

Gentlemen:

First let me congratulate you on the wonderful work you are doing.

I would like to call to your attention a most unpleasant incident I encountered on November 8, 1961.

Sometime ago I took and passed a Civil Service examination for the position of stenographer. On November 8, 1961 I appeared at the offices of the Civil Service Commission, No. 299 Broadway, New York City and was referred to the offices of the Borough President, Queens County as a request had been placed with the Civil Service Commission for a stenographer. I arrived at the office of the Borough President, Queens County and was directed to the Personnel Office about 1:00 P.M. I was informed that Miss Armstrong (the person to whom I was directed by the Civil Service Commission) was out to lunch. About 2:15 P.M. Miss Armstrong returned. She inquired as to why I wanted to see her and I presented my referral card. She examined the card and disappeared for about another half hour. When she returned she told me that she was sorry and gave the referral card back to me and requested that I return the same to the Civil Service Commission. The following statement had been placed on the reverse side of thecard: "Budget Certificate not received" and signed by the Senior Administrator, Henry L. Neubauer.

I feel that after it was made known that I am a Negro the Senior Administrator suddenly decided that the Borough President's Office, Queens County did not need a stenographer. As you probably know there are many City and Government Agencies that do not hire Negroes even though they have passed the Civil Service examinations and are fully qualified for whatever position they may be seeking.

Thanking you in advance for every consideration shown me in the premises, I am

Very truly yours,
Florence D Burke
Florence D. Burke

600 West 113 Street
New York 25, N.Y.
November 14, 1961

Anti Defamation League
20 West 40 Street
New York 18, N.Y.

Re: Possible discrimination
against Jews at Sears Roebuck.

Gentlemen:

The writer attempted to contact you by telephone regarding the above but as our lunch hours are at the same time was unable to reach you.

For some time I have been attending , and have been active in the employment committee of C.O.R.E. (Congress of Racial Equality).

We have recently had our first negotiations regarding discrimination against Negroes with the employment director of Sears Roebuck and Co.- mail order house.

Prior to these negotiations we have had to investigate into some detail whether or not Sears Roebuck did discrminate. In the course of these investigations of which the writer had a small part,it appeared - and this is of course difficult to substatiate initially - that Sears Roebuck had very few Jews in their employment.

The writer wonders: 1) If it is within the scope of the Anti Defamation League to investigate the Anti Semitic employment practices - if any - at Sears, and possibly any other enterprises we will sooner or later investigate and perhaps take action against. 2) If you are the proper organisation to contact regarding Anti Semitism in employment, would you be able and willing to join us whenever we have negotiations with the Sears Personnel Staff or any other organizations or enterprises with whom we may have talks.

This coming Thursday November 16, at 8pPM for example, our employment committee will meet at the office of Myron Feinne, Hotel 123, 123 West 44 Street, N.Y.C, which you will be most welcome to attend, and ask any questions.

This letter has been written with the full knowledge and approval of our employment committee director, Mrs. Evelyn Rich,

Sincerely yours,

Arnold Lefor

November 20, 1961

Mr. A. S. Katz
A. S. Beck
25 West 43rd Street
New York, New York

Dear Mr. Katz:

The Employment Committee of New York CORE would like to meet with you to discuss employment opportunities for persons of minority groups in the metropolitan New York area.

Pursuant to our telephone conversation on Friday, I should like to suggest the first week in December. However, representatives of the committee would be willing to meet with you earlier if you wish.

I shall call you on Wednesday, November 22 to confirm the appointment and am enclosing some literature which describes CORE's activities.

I look forward to meeting with you.

Sincerely,

Joan Giarrusso
(For the Committee)

JG/jb
Enc.

NEW YORK
CORE
CHAPTER

Congress of Racial Equality
239 West 125 Street
New York 27, New York
MOnument 6-0400

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Rev. James H. Robinson
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Thomas G. Weaver

To Evie Rich:

December 7, 1961

MEMO TO ALL COMMITTEE CHAIRMEN AND ASSOCIATES
RE FUNCTION OF OUR OFFICE TELEPHONE AND PERSON
WHO OPERATES THAT MECHANISM!

At an emergency meeting of the executive board and the above mentioned operator, it was clearly understood that 1- All committee meetings and/or action projects are to be cleared through the office phone, or in person when more convenient, in order to ensure the most effective turn out for the one project to be held on any certain day; 2- An office bulletin board will be constructed and placed in full view of all who enter the office so that they may gaze casually at the calendar of events, projects included, and see just what will be cooking, when; 3- When the project has been cleared and planning is underway, the operator is to be informed of the progress being made, people who are responible for what, and any other data that would be necessary for the operator's existence as coordinator. This would help to eliminate many snags that occur frequently during project planning stages.

As a point of info, all mail that comes into the office, except when marked personal, is opened by the operator immediately. When important, the contents is directly related by phone to the person the letter is addressed to!

In any case, good luck with your projects, and won't somebody get me something to muffle the telephone?

Sincerely,
Joanne Shane--operator

357

Call
Fennie
morning
Promotional Dept
Emmett
Wigglesworth
26
34th
Phila Museum
of Art
Hy Raden
association
8 mo's
apprenticeship
free lancing
629 E 5th

YAPHET KOTTO
210 West 20th St.
New York City, N.Y.

December 12, 1961

Mr. James Farmer
38 Park Row
New York 38, N.Y.

Dear Mr. Farmer:

I am temporarily employed at Gimbel Brothers department store, Broadway and 33rd Street. Since I have been employed, I have noticed the employing trend, when going to their employment office. I had originally applied for a position as a salesman and was informed that no such positions were available until after January.

I had not quite left the employment office, when I heard a request for a salesman job which was granted.to a white gentleman. I decided to forget the matter and go to another firm. I am trying to make it successfully as an actor and after much deliberation in thought, I decided to accept a job as a wrapper in Gimbel's basement, which is where I am working now. The basement resembles an African salt mine.

It appears to me that the Negro sales people employed at Gimbels are only for appearance's sake, since there are generally few (At Christmas time is seems they have employed much more extra help, including also more Negroes)

My fiance, a German girl, works at the Corporate Buying Office at Gimbels as a secretary and has accepted an additional job at nights and Saturdays as a salesgirl in the store. She tells me that the office manager asked whether some men and women from the Corporate Buying Office would be willing to work extra time in the store, since"they were unable to find salespeople." This puzzled me since I had applied for a sales job only a few days ago and was not asked my qualifications and was also informed that no sales jobs are available.

My fiance further states that in the Corporate Buying Office, 116 West 32nd Street, no Negro secretaries are employed. There are only two Negroes working, one to empty the wastepaper baskets and a woman to take care of the ladies' room. At various times, the C.B.O. was looking for secretaries and there were quite a few Negro girls among them, however, not a single Negro girl was hired and as far as she knows, they were not given a shorthand and typing test.

Yaphet Kotto

DA3-4067

Mr. Yaphet Kotto
210 West 20th Street
New York, N. Y.

Dear Mr. Kotto:

Thank you for your letter of December 12th regarding employment at Gimbel Brothers Department Store in New York City. The matter has been turned over to the Chairman of the Employment Committee of New York CORE for investigation and I know that it will be followed through at the earliest possible time.

Sincerely yours,

James Farmer
National Director

JF/cc

NEW YORK REGIONAL OFFICE

ANTI-DEFAMATION LEAGUE

Of B'nai B'rith

20 W. 40th STREET, NEW YORK 18, N.Y., PLaza 1-1800

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ARNOLD FORSTER
General Counsel

December 28, 1961

Mr. Arnold Lefor
600 West 113th Street
New York 25, New York

Dear Mr. Lefor:

We regret sincerely, the delay in acknowledging your letter of November 14th with reference to the employment policy and practices at Sears Roebuck. Inadvertently, your communication became attached to another matter and only just came to light.

If you would telephone me at PLaza 1-1800, I would be pleased to discuss this matter with you.

Sincerely yours,

Morris S. Sass

MSS:cb

MORRIS S. SASS

St Louis CORE

CORE NOTICES & ASSIGNMENTS

A. The following assignments for intervies at Banks must be completed and turned in at the CORE meeting of Sunday, December 31st.

1. Jefferson Bank & Trust Co., 2600 Washington Ave.
   Phone - Je 5-3300 - - Bliss Ann Malone
2. Mercantile Trust Co., 721 Locust St., CE 1-3500
   Ruth Mason
3. Bank of St. Louis, 901 Washington, GA 1-1850

4. First National Bank, Broadway & Locust, GA 1-2000
   Marian Oldham
5. State Bank of Wellston, 6313 Easton, EV 2-1111
   Francis Weinhold
6. Security-Mutual Bank & Trust Co., 8th & Locust
   MA 1-6300
7. Northwestern Bank & Trust Co., 1500 St. Louis,
   CH 1-1575, Charles Oldham
8. Easton Taylor Bank, 4915 Delmar, Fo 7-4233
   Marian Oldham
9. North St. Louis Trust, 4323 North Grand, GA 1-4070
10. Mound City Trust Co., 4401 Natural Bridge, Ev 3-1000
    Herman Thompson
11. Manchester Bank, 4015 Chouteau, OL 2-1400
    Joe Washington
12. Lindell Trust, 2745 North Grand, Ol 2-6600
    Herman Thompson
13. Tower Grove, 3134 South Grand, MO 4-6222
    Herman Thompson
14. City Bank, 1 North Euclid, FO 7-0100
    Charles Oldham
15. Cass Bank & Trust Co., 1450 N. 13th St., MA 1-9400
    Don Murch
16. Boatman's Bank & Trust Co., 300 N. Broadway, GA 1-5200
    Marian Oldham
17. Mercantile Commerce, 3612 Washington, JE 3-5600
    Don Murch

B. Demonstration at Toll House, 127 W. Lockwood, Web. Groves
Friday, December 29, 1961. Meet at the home of:

ROBERT & DORIS HOLLIS
317 Lithia, Webster Groves - Phone - WO 1-3117
Be there at 5:45 p.m.

C. CORE party - Bring your friends -
Saturday, December 30, 1961
Home of Paul & Molly Spencer
5366 Cabanne Ave. - Phone - FO 7-8386
Apt. 3-North

D. All other interview forms must be turned in by Dec. 31st.

EMPLOYMENT SURVEY

CORE - Committee of Racial Equality
4930 Highland
St. Louis, Missouri

Name of Company ______________________________

Address ______________________ Phone ______________

Name & Position of Co. rep. ______________________________

____

1. Does the Co. employ Negroes in executive or Supervisory jobs?

_____ Yes _____ No. - No of jobs ______ No. of Negroes ______

2. Does the Co. employ Negroes in office clerical jobs?

_____ Yes _____ No. - No. of jobs ______ No. of Negroes ______

3. Does the Co. employ Negroes in sales jobs?

_____ Yes _____ No. - No. of jobs ______ No. of Negroes ______

4. Does the Co. employ Negroes in janitorial jobs?

_____ Yes _____ No - No. of jobs ______ No. of Negroes ______

5. Other job classifications:

a. ______________________ No. of jobs. __________

No. of Negroes employed in this job. __________

b. ______________________ No. of jobs. __________

No. of Negroes employed in this job. __________

6. Total Number of persons employed by the Company. __________

7. Total number of Negroes employed by the Company. __________

8. Name of Union, if any, representing employees __________

____

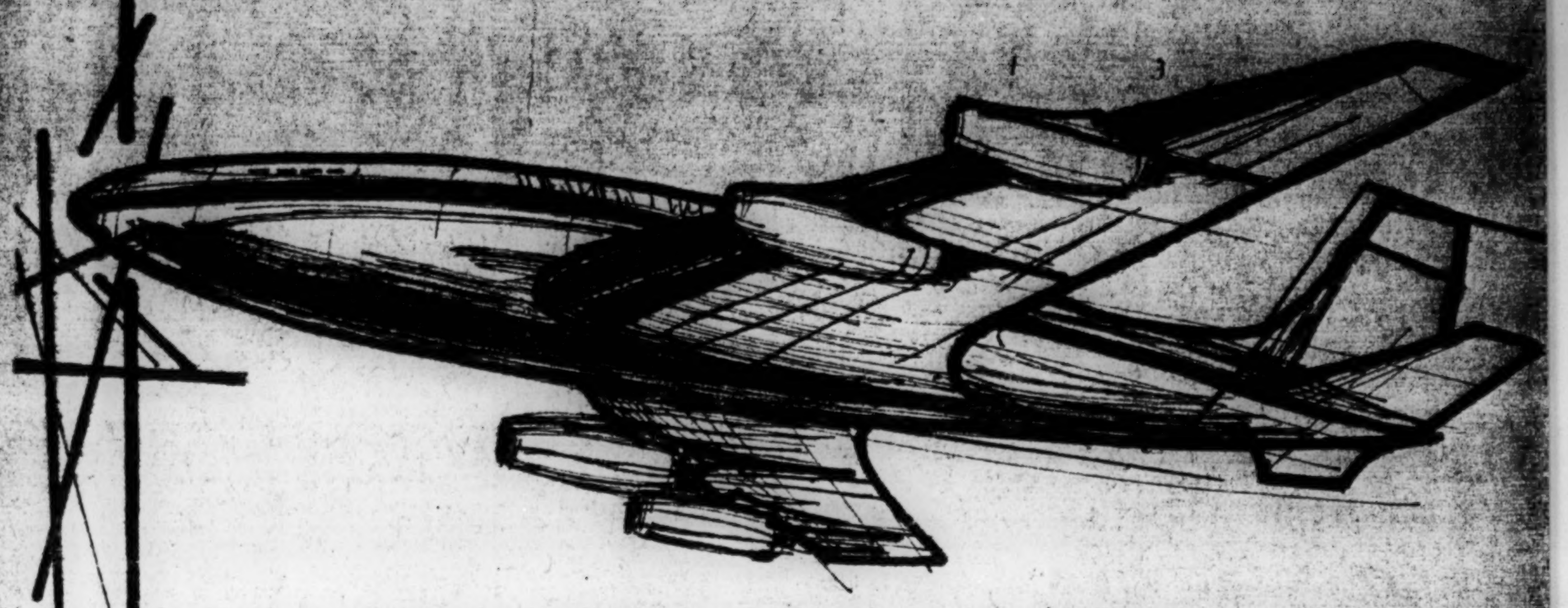
9. Remarks ______________________________

____

____

____

Date: ______________ Signed ______________________



BREAK THE COLOR BARRIER!!

Jets streak across the continent. Span oceans in hours.
Record after record topples. Every barrier has been broken.
Except . . . **The Color Barrier**

In their hiring policies America's airlines are still earth-bound. Discrimination because of color is the order of the day. With but few exceptions.

TWA has scored a significant break-through with the hiring of Mary E. Tiller, a Negro, as stewardess. Several lines — New York Airways, the helicopter service, and Seaboard and Western have Negro pilots. Mohawk Airlines also had a Negro stewardess.

Hardly a record to point to with pride. There's fierce competition on every hand for engineering supremacy — but not for democracy.

YOU, the flying public, can demand that ALL airlines open up the skies for democracy. YOU can demand that ALL airlines break the color barrier. NOW!

Write to the major airlines with all-white flight crews (see listing below) expressing your disapproval of their undemocratic hiring policies. Let them know how you feel when you make your plane reservations. Better still — when you fly, use only those airlines, including TWA, which have broken the color barrier. And tell them why you are using them!

Leaflet prepared by
CORE — New York Committee of Racial Equality
38 Park Row, New York 38, N. Y. • CO 7-0408
and cooperating organizations.

AIRLINES WHICH HAVE NO NEGROES ON THEIR FLIGHT CREWS:

American Air Lines . . . 100 Park Avenue, New York City
Capital Airlines . . . National Airport, Washington, D. C.
Eastern Air Lines . . . International Airport, Miami, Florida
United Air Lines . . . 5959 South Cicero Avenue, Chicago, Illinois

Employment

The principal projects of the Employment Committee (Chairman: Evvie Rich) are at present as follows.

1. SEARS ROEBUCK

A survey of the employment position in the 37 Sears Roebuck stores in the metropolitant New York area, recently undertaken at the request of National CORE, showed that the Company had very few Negro employees and that those were mostly in menial positions. A negotiating session took place on October 30th, at which representatives of the company claimed to have an open policy and to be willing to interview applicants sent by CORE. The Employment Committee is now working on directing suitable applicants to Sears. As the company's extensive college recruiting program does not at the moment include any Negro colleges, the Committee is writing to such colleges to urge them to get in touch with the company. Further negotiations are expected.

2.AIRLINE COMPANIES

As is well known, most airlines in New York do not employ Negroes in responsible positions. There are no Negro pilots flying out of New York and there is only token representation among hostesses, office workers, etc. CORE protested this state of affairs in 1960, and the New York CORE Employment Committee is planning to renew this protest with a poster demonstration outside the Airlines Building at 42nd Street and Vanderbilt Avenue on Saturday, December 9.

3. A.S. BECK SHOE STORES

Negotiations have taken place with the A.S. Beck Company about their employment practices, and the employment committee is considering recommending a national project with regard to the shoe industry.

4. TRAILWAYS 'BUS COMPANY

It is hoped that it will be possible to open negotiations with Trailways early in the New Year.

Other projects planned for the near future include an investigation of the situation at the Peerless Beauty Products Company, and joint action with New York CORE's Program Committee to try and open negotiations with the New York Daily News. Both the employment policy of the Daily News and its use of racial terms in reporting leave much to be desired, and it is hoped to get this project under way before December 15.

The New York CORE Employment Committee frequently works in co-operation with other community organizations concerned with some of the same problems, including Operation Unemployment, a Brooklyn-Centered group, the State Commission Against Discrimination, and the Urban League.

The next Employment Committee meeting will be on Thursday, December 14 at the New York CORE office, 239 West 125th Street.

THE FOLLOWING PAGES ARE THE BEST
AVAILABLE.

Rich

STATEMENT ON THE COMMUNIST ISSUE

Adopted by the Convention of the Congress Of Racial Equality
June, 1948

1. At the present time in the United States one of the ominous signs that point toward a future war with Russia is the Red scare campaign. We are opposed to this campaign and to what it means in terms of a possible new war. We look with disfavor on the concrete evidences of this campaign as seen in the Taft-Hartley Bill, with its provisions for loyalty signatures of union officials; the Hollywood hearings by the Un-American Activities Committee; the deportation proceedings being taken against alien Communists; and other occurrences.

2. Many of us who have been active workers in CORE campaigns have at one time or another been tagged as Communists. We are given the Red epithet simply because we are, in carrying out a resistance campaign to jim crowism, bucking the main currents in our culture. In many newspapers and editorials in the South the Journey of Reconciliation, which we sponsored last spring, was called Communist-inspired. On an interracial picket line it is not unusual for an occasional passer-by to call a picketer a Communist. After a broadcast by a CORE official in Seattle, Washington, some months ago, a woman who had listened to an explanation of CORE principles called up directly after the program to ask if the speaker was a Communist. The uneasy temperament which thus easily suspects Communism is a sign of the times of tension in which we live.

3. In the light of the above two factors, however, our position in regard to Communism should be made clear. We are opposed to the undemocratic tactics which Communist and Communist-front groups use in order to attain their ends. The real aim of the Communist groups is to extol the Soviet Union and to have a like governmental system established in every country where they have the power to accomplish it. Ends justify the means, within the Communist ideology. Therefore any kind of tactics, including violence, trickery, political maneuvering without principle except the ultimate principle of the Soviet system, may be used.

The reason why there is confusion between Communist groups and non-Communist interracial groups is that Communists have used the race issue as a means of winning support from minority groups. However, the basic principle for Communists is not to establish interracial brotherhood per se. This is illustrated by the fact that during the recent war Communist groups were opposed to the campaign against jim crow in the army. They opposed the Lynn Committee, which was set up for the purpose of challenging army jim crow. Thus even the race problem is used as a tactic, not as an end principle. (This is not to say that Communists draw a color line.)

Almost inevitably, when the issue of Communism or Communist control arises in any group it becomes a divisive factor. Many groups working in the race field as well as, of course, numerous labor unions, have discovered this to their dismay. The energies of a group split on this question, instead of being given to a campaign against jim crow, are dissipated in politicking either to gain or to maintain control within the group. Internal struggle militates against unified and effective action against the real problem of race segregation.

It should be made clear that we are fundamentally opposed to imperialism and to acts and policies of injustice, whether initiated by the Russians or by the government of the United States.

4. The positive principle upon which CORE is based finally differentiates our group from any Communist-controlled group, or any group organized along totalitarian lines. We are committed to the basic principle of nonviolence. This means that above all we believe that means and ends are a unity. We can not achieve the good end of racial brotherhood by a bad means of hatred, deceit, and violence. It would be destructive to our more central principles if there was any degree of Communist influence in our groups.

Although there is no fool-proof way of keeping Communists out of any group, the following suggestions if followed should be of real assistance.

1. Be sure that every person who joins the group agrees to the CORE Statement of Purpose and Action Discipline, and will, in good faith, abide by them as long as membership is maintained.

2. Be sure that persons elected to office and to executive committee positions have proven themselves to be conscientious CORE members, committed to nonviolence.

3. When calling on non-members for support in specific campaigns, do not call upon known Communist-front organizations for help. Any non-members should agree to the CORE Discipline before participating in a project.

4. Avoid joining united front activity unless it is fairly clear that non-Communists are in a position of leadership.

5. As CORE policy indicates, take an all-out position for complete racial equality, without allowing political issues to cloud our central principles.

oeiu 153

ABRAHAM, Bassford	May '61	KAYE, Joseph	Nov '61
BECKFORD, Ruth	Oct '61	KESSLER, Sheila B.	Sept'61
BELTON, Robert	Oct '61	LANZAR, Bea	Jly '61
BISHOOP, Susan	Jan '62	LAFORT, Arnold	Oct '61
BOLDEN, Darwin	Oct '61	MILLER, Dorothy	May '61
BOYD, Jocelyn	May '61	MOLLETT, Edward T.	Oct '61
BROWNMILLER, Susan	Jan '61	MORRIS, Vicki	Oct '61
CAHILL, Owen	Sept'61	RICH, Marvin	Oct '61
CHANES, Ernest	Oct '61	RICH, Evelyn	Oct '61
COLEMAN, Gladys	Sept'61	ROBERTS, Thomas	June'61
FRANKLIN, J.W. Jr.	Apr '61	ROBINSON, James	Jly '61
FRIEDMAN, George	Oct '61	SCHNEIDER, Roger	Sept'61
FUNNYE, Clarence	Sept'61	SEELIG, Leonard	Oct '61
GARST, Rina	Oct '61	SMOLIN, Martin	Sept'61
GIARRUSSO, Joan	Oct '61	WELLS, Sue	Oct '61
HALL, Nat	Jly '61	WESLEY, Bernadine	Nov '61
HARRINGTON, Gladys	Oct '61	WHITMIRE, Clarence	Oct '61
HOWARD, Robert J.	Mar '61		
HORWITZ, Nathan	Jan '62		
JOHNSON, Raymond	Dec '60		

Wycoff J Miller 30
~~Pollock~~ Osofsky 14
J Harris
Gochenour

Hamilton Komizar ~~[illegible]~~
Salitt Lewinson B. Bates

The following probationary members paid initiation fees on day indicated.

AKULA, J.	9/28/61	LIONNI, L.	5/24/61	SHANE, J.	8/30/61
BROWN, T.	7/19/61	LIVINGSTON, M.	10/11/61	SKEETE, E.	6/21/61
BYRON, R.	6/7/61	LIPSHITZ, R.	6/21/61	SMITH, A.	6/7/61
CAMPBELL, H.	6/7/61	LUKIN, R.	6/7/61	SUTTON, W.	7/19/61
CHAIMAN, M.	6/21/61	MCFARLANE, D.	4/12/61	TERWILLIGER, R.	8/2/61
COLLINS, B.	8/30/61	MCKAY, L.	4/12/61	ULLMAN, S.	4/12/61
CRICHTON, V.	6/7/61	MEYER, H.	9/28/61	WEAVER, C.	8/2/61
CRISPELL, C.	5/24/61	MILLER, J.	6/21/61	WEINTRAUB, J.	6/2/61
CRISPELL, V.	6/7/61	MILLS, D.	6/7/61	WILLIAMS, J.	8/2/61
CURLIN, F.	6/7/61	MIMKOFF, E.	8/2/61	WILLIAMS, Joyce	7/19/61
CURLING, W.	6/21/61	MONDS, H.	6/7/61	WILLIAMS, L.	8/30/61
EATON, L.	8/2/61	MONTEGOMERY, R.	6/7/61	WINFREY, D	9/28/61
FEINNE, I.	8/30/61	MOSKOWITZ, R.	9/28/61	WOOD, A.	6/7/61
FEINNE, M.	8/30/61	MOSKOWITZ, J.	9/28/61	WRIGHT, C.	9/28/61
GEDER, S.	6/7/61	MUCHHY, J/	10/11/61	WYCKOFF, E.	9/13/61
GEORGE, S.	7/19/61	NEMENYI, P.	10/11/61	YOUNG, L.	8/30/61
GLOVE, M	8/2/61	OCONNOR, P.	6/7/61	ZERKIS, S.	8/30/61
GOODWIN, S.	5/24/61	OSOFSKY, D.	6/7/61		
GUMBERT, Dick	6/7/61	PELHAM. S.	7/19/61		
HARRIS, J.	6/7/61	POLLOCK, R.	6/21/61		
HAUNSOM, M/	6/7/61	PORTNOY, B.	9/28/61		
HERSHCOPT,	5/24/61	REID, P.	6/7/61		
HEYWORTH, C.	9/13/61	ROGERS, L.	5/24/61		
HOLLANDER, J.	5/24/61	ROSS, B.	9/13/61		
HOLTEN, H.	5/24/61	ROTH, S.	8/2/61		
HUMTER, W.	9/28/61	ROTHMAN, R.	8/3/61		
IBOLK, C,	4/12/61	RUBIN, D.	7/19/61		
JORGESEN, R.	7/19/61	SAFFRON, D.	9/28/61		
KALVER, L.	7/19/61	SALLETT, S.	9/28/61		
KOMISAR, L.	8/12/61	SCHMIDT, R.	6/7/61		
LARSEN, R.	6/7/61				

Lucy Komisar
Ed Lewinson
Wesley Sutton
Arnold La Forte
Mary Hamilton
Doris Funnye
Joanne Shane
Claudia Weaver
Stan Salett.

Footnotes:

1. Initiation fees and membership dues' bank deposits were compared with cards maintained by the Treasurer.
2. Contributions were unlabelled and therefore could not be audited.

General manager
Mr Stephens

asitant

January 4, 1962

Mr. F.M. Flynn, publisher
New York Daily News
220 East 42nd Street
New York, New York

11 am
Wed 17

Dear Mr. Flynn:

New York CORE has found that the DAILY NEWS employs no members of minority groups in the Editorial Department and very few in the Commercial Department. We would like to discuss this subject with you. May we have an appointment for this purpose? We will phone you early next week to make a specific date.

Sincerely yours,

Edward T. Mollette

Edward T. Mollette
Chairman Program Committee

Evelyn Rich

Mrs. Evelyn Rich
Chairman Employment Committee

ETM/ER:js

cc: ER

Enc: Literature which explains the purposes of CORE.

Volume I, Number 1 **January 8, 1962**

OPERATION UNEMPLOYMENT NEWSLETTER

GREETINGS TO OUR MANY FRIENDS AND MEMBERS. A HAPPY AND PROSPEROUS NEW YEAR TO ALL!!!

This is the first issue of Operation Unemployment's Newsletter designed to bring you up to date on and to keep you informed of the activities of your organization.

SHORT HISTORY

OPERATION UNEMPLOYMENT came into being after the Negro American Labor Council (NALC) Workshop in Washington, D. C. on February 17th 1961, at which time the Honorable A. Philip Randolph brought to the attention of the nation the serious plight of Negro workers, due to discriminatory practices of unions and employers. Many delegates came from Brooklyn. Among them were Attorney Thomas R. Jones, Agnes Willis, Wally Linder, Tom Fauntleroy, Erle B. Hutton and others. When the Brooklyn delegates returned home, they took a new look at Bedford Stuyvesant and realized that Mr. Randolph was talking directly to them. Here they saw widespread unemployment among Negroes, lack of apprenticeship training for Negro young people, businesses that had no Negro workers in their employ or in some cases only a few.

OPERATION UNEMPLOYMENT ENLARGES

From February until August of 1961 many meetings were held. Community organizations, church leaders, ministers, professional people, union members, non-union members, and all members of the community were invited to join. A small but dedicated group emerged and our first projects were undertaken.

OPERATION UNEMPLOYMENT MEETS THE PUBLIC

Rev. George Lawrence's Antioch Baptist Church at 828 Greene Ave., was the scene of our first public meeting. Speakers were representative of State and City agencies, church, labor and community organizations. The meeting brought to the immediate attention of the representatives the terrible situation prevailing in Bedford-Stuyvesant: that 20% of the workers were unemployed. As a result of this meeting, Mayor Robert F. Wagner and the heads of all city departments came to Bedford-Stuyvesant on July 19th, 1961 to hear our people's complaints. The Mayor at the meeting was given specific recommendations by members of our group Atty. Thomas R. Jones, Wally Linder and Andrew Cooper, our co-ordinator. The recommendations were:

1) Cancellation of contracts by city agencies with any firm which discriminates against Negro workers. - This proposal has been put into effect by Stanley Lowell and the Committee on Intergroup Relations.

2) Information centers to be set up in Bedford-Stuyvesant to provide the community with easy access to information on apprenticeship training and advice to people seeking relief from discriminatory practices of employers. - As of January 1, 1962, COIR has set up its first office in Brooklyn in the Municipal Building.

3) Surplus food distribution in Bedford-Stuyvesant. - This has also been carried out.

OPERATION UNEMPLOYMENT AND SEALTEST

One of the companies named at the meeting with the Mayor was the Sealtest Milk Company which had a deliberate policy of discrimination. Committee members Lydia Bailey, Erley B. Hutton, Fran O'Dell, Thomas R. Jones, Agnes Willis and others pressed for immediate action against this firm. Preliminary contact was made early in the summer and after giving Sealtest time to alter its policy, final plans to picket and boycott Sealtest products were completed in early November. Sealtest attorneys and public relations people called Operation Unemployment and asked for a conference. The results were five immediate jobs and a written committment by Sealtest to alter its policy. Magnificent co-operation was given to us by the New York Amsterdam News, its reporter Simon Aniekwe, and radio station WWRL's Herb Norman. Rev. Milton Galamison played a significant part in the negotiations.

With NO MONEY, with very little help and with practically no community leadership support, OPERATION UNEMPLOYMENT has significantly changed the employment picture in Bedford-Stuyvesant in less than a year. Results of this kind have not been seen in the entire history of this community.

The Ebinger Baking Company has come to our attention as a firm discriminating in its hiring policy, contemptuous of its Negro employees and of the Negro community in which a number of its stores are located. We intend to alert the Negro community to Ebinger's policy and call for a boycott of its products and picketing of Ebinger establishments. The Negro Community must unite to win its own fights. WE INVITE ONE AND ALL TO JOIN WITH US.

OPERATION UNEMPLOYMENT will continue to act as long as job discrimination and unemployment plague the Negro people.

Andrew Cooper, Co-ordinator

JOBS **JOBS** **JOBS** **JOBS** **JOBS**

OPERATION UNEMPLOYMENT in co-operation with the URBAN LEAGUE Brooklyn office announces a service to the community. Listed below are some of the unskilled and semi-skilled jobs available immediately at the URBAN LEAGUE offices, 1251 Dean Street, Bklyn, near New York Avenue.

TRUCK DRIVERS

SHEFFIELD FARMS
Wholesale Routeman
2 yr. High School
Class A License
$104.30 & Comm.

ESSO HUMBLE OIL CO.
Class A License
Min. 2 yr. exp.
$121.00 per week

SOCONY MOBILE OIL CO.
High School Grad.
Class #1 License
Min. 2 yrs. exp.
$112.00 per week

CHOCK FULL O'NUTS
Manager-Trainees
Some College - will be trained from the ground up
$75.00 per wk. to start

MAYS DEPARTMENT STORE
Store Guards
35 yrs & older, Married
Uniform supplied
$65.00 per wk.

AUXILIARY NURSING WORKERS IN BROOKLYN CITY HOSPITSLS

MALE, FEMALE
Nurses Aids - Orderlies
Permanent. 18 yrs & older
5 days. 40 hours. Rotating shift
$250.00 per month

EXECUTIVE TRAINEE MALE
LARGE NEW YORK BANK COLLEGE DEGREE
$5000 - $6000

Even though you may have a job - you might be interested in finding a better one. If you have any skills - Go to the URBAN LEAGUE office, 1251 Dean St., Brooklyn. Fill out an application blank. Your name will be kept on file. Should your skills match a job order, you will be called immediately.

* * *

TO MEMBERS - PROBATION MEMBERS, FRIEMDS

IMPORTANT IMPORTANT IMPORTANT

CLOSED MEETING:

The Executive Committee of New York CORE has found it necessary that the general membership meeting scheduled for the 14th of February as printed in the February calender to be scheduled as a CLOSED MEETING. Active members and active members only will be able to attend. The meeting will not be open to the general public or probationary members.

* * *

FOR OUR ACTION ORIENTATED FRIENDS: (meaning you, you and you)

SATURDAY, FEBRUARY 12th (Lincoln's Birthday) 3:30 p.m. - 6:00 p.m. Picketing in front of Gracie Mansion, the official residence of the Honorable Mayor Robert F. Wagner in asking for strong amendments to the Fair Housing Practice (Sharkey-Brown Isaacs). Also to protest the arrest of 5 (five) persons who were protesting racial discrimination on housing in the City of New York. Call your friends, inform them of the picket on this date and we'll see you on the 12th. This is an action project !!!!

SATURDAY FEBRUARY 17th Testing of Housing in Columbia University owned property. This is an important project in view of the recent publicity about discrimination of the Columbia properties. Meet with the Housing Committee on Tuesday, February 13th at the CORE office.

MONDAY, FEBRUARY 26th: Picketing at City Hall from 11-2p.m. Again protesting the arrest of the 5 persons who were arrested in the Bronx protesting discrimination housing policies of a real estate broker. You can come on your lunch hour, class break, coffee break, etc.

FOR OUR SOCIAL MINDED FRIENDS:

New York CORE Fund Raising benefit "SUNDAY AFTERNOON FOR FREEDOM" - Jazz and Cabaret Party at Big Wilt's Small's Paradise at the corner of 7th avenue and 135th Street, Manhattan, Sunday March 4th, 4-9 p.m. Tickets: $3.50 and 5.00.

New York CORE
239 West 125th Street
New York, New York

STATEMENT MADE BY GENERAL MANAGER OF DAILY NEWS FEB. 2, 1962

We have had several meetings with a committee representing CORE—Evelyn Rich, James Peck, Thomas Brown, Edward Mollette and Gladys Harrington. In addition to the NEWS general manager, the NEWS was represented by the personnel manager and the assistant personnel manager, who are in general responsible for hiring policies. We have been impressed by their (CORE's) approach—that the NEWS has not been particularly fair in its hiring policies with regard to minorities. The NEWS does not agree with this. The DAILY NEWS will continue to hire persons on their capabilities only. The NEWS shall continue to hire persons applying solely on merit.

OPERATION UNEMPLOYMENT

YMCA Building - 1121 Bedford Avenue, Brooklyn, New York

GL 3-7179

February 3, 1962

Dear Friend:

The issue of discrimination at Ebinger's Bakeries is still unsettled. The community's demand for 33 Negro sales clerks in all bakeries has been ignored. Instead of ending discrimination in hiring, this Company has offered a mere token of integration . . . . 2 Negro employees for 11 stores.

This insult to our community must not go unanswered. On Wednesday evening, February 7, at 8:30 P.M., we are calling upon you to attend a meeting at the Brooklyn Y.M.C.A., 1121 Bedford Avenue. We will make definite and concrete plans to picket Ebingers. The date for the picketing is Saturday, February 10, 1962.

Be sure to attend the Wednesday meeting. We are counting on the support of all persons and organizations devoted to the cause of civil rights. With united strength we will win!

Yours fraternally,

Andrew Cooper,
Coordinator, Operation
Unemployment.

P. S. Headquarters on Saturday will be 1160 Fulton Street;
Open from 9 A. M.

New York CORE
239 W. 125th St.
New York 27, N.Y.
February 9, 1962

Dear Members of New York Core

Pursuant to Article X of our Constitution, The Executive Committee of New York CORE is scheduling a CLOSED MEETING on February 14th at 8:00 p.m. at the office. Originally, this was to have been a general meeting as listed on the February calendar. Persons on the general mailing list have been notified about this change.

Of special consideration will be a petition signed by various Active Members in which the motion that the Active Membership of EVELYN RICH be revoked. This petition will be honored in as much as it satisfies the necessary conditions for such action as set forth in Article IV of the Constitution.

Your presence at this meeting is urged!

EXECUTIVE COMMITTEE

New York CORE

NEW YORK
CORE
CHAPTER

Congress of Racial Equality
239 West 125 Street
New York 27, New York
MOnument 6-0400

ADVISORY COMMITTEE
Dr. Kenneth B. Clark
Leon J. Davis
Ossie Davis
Ruby Dee
Murray Kempton
Mildred Kiefer-Wurf
Will Maslow
Samuel R. Pierce, Jr.
Rev. James H. Robinson
Hilda Siff
William J. vanden Heuvel
Thomas G. Weaver

February 9, 1962

Dear Evelyn,

The Executive Committee of New York CORE has been presented with a petition, the essence of which is a resolution that your active membership in New York CORE be revoked.

Pursuant to the Constitution of the New York Committee of Racail Equality, the petition will be honored as a motion at our next regular meeting, to be held at 239 West 125th Street, on February 14th at 8:00 P.M., in that it satisfies the condition for such action in Section IV of the constitution. The active members of New York CORE are being notified of this forthcoming action, also, this will be a closed meeting.

You should be present at this meeting on the 14th so as to hear the reasons why revocation of your membership is being asked as well as to speak in your own behalf.

Sincerely,

Robert Belton

Robert Belton, Treasurer
by order of the Executive
Committee

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NEW YORK
CORE
CHAPTER

Congress of Racial Equality
239 West 125 Street
New York 27, New York
MOnument 6-0400

ADVISORY COMMITTEE
Dr. Kenneth B. Clark
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Will Maslow
Samuel R. Pierce, Jr.
Rev. James H. Robinson
Hilda Siff
William J. vanden Heuvel
Thomas G. Weaver

February 26, 1962

Dear Member:

At the February 14th meeting, the following motion was passed by the membership, with the vote of 14 pro, 6 opposed, 5 abstaining:

"We as an organization apologize to Evelyn Rich for the so-called charges made against her and give her a vote of confidence."

An amendment to this motion was made and accepted:

"A letter should be sent to Evelyn Rich, embodying the first part of the motion, and this letter be distributed to every Active Member of New York CORE."

I hereby notify you of this motion as directed!

Sincerely yours,

Gladys Harrington

Gladys Harrington
Chairman

357

February 26, 1962

Mr. James McCain
Field Director
CORE
38 Park Row
New York, New York

Dear Jim:

The internal situation in New York CORE has reach such seriousness that there are some of us who feel that we can no longer function creatively in the group.

Personality differences play an important role here; programmatic considerations are secondary. Unjustifiable actions by some people in New York CORE have brought to the fore the irreconcilable differences which permeate the group. There seems to us to be no constructive way in which the damage which has resulted can be repaired within the confines of New York CORE.

If New York CORE is to function as a positive agent in the fight for civil rights, it seems apparent that some internal harmony has to exist. The absence of this, and more importantly, the question of its re-establishment, works to the detriment of the CORE program.

Perhaps -- and it is surely our wish -- the group can re-establish itself as a viable force in the civil right arena if we, and those who agree with out point of view, absent ourselves. We feel firmly that no attempt at reconciliation has any possible opportunity for success, for the evidence indicates that the underlying antagonisms will persist.

We feel, therefore, that the only reasonable solution to this untenable situation would be the formation of a new CORE group in New York City. Would you, as National Field Director, make known do the National Action Committee our feelings.

Sincerely,

Rina Garst

Ed Lewinson

Evelyn Rich

Leneoard Seelig

cc: James Farmer
Charles Oldham
Gladys Harrington

February 26, 1962

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Field Director
CORE
38 Park Row
New York, New York

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Sincerely,

Rina Garst

Ed Lewinson

Evelyn Rich

Leonard Seelig

cc: James Farmer
Charles Oldham
Gladys Harrington

February 27, 1962

Mrs. Gladys Harrington
Chairman, New York CORE
239 West 125th Street
New York, New York

Dear Gladys:

Effective immediately I am submitting my resignation as Chairman of the Employment Committee of New York CORE. Events during the past month, and particularly the past fortnight, indicate that I can no longer function creatively in this position. It is indeed my fond wish that some replacement will be found whereby the work of New York CORE in the area of employment can continue.

The pending projects are as follows:

1. The New York Daily News. This is our most important project to date. I understand from Eva Kerr that one gentleman, William Haskins, has received employment with the Daily News. It is my hope that the Committee, in conjunction with the Program Committee or separately, will continue to search out qualified applicants for the job categories which are available and that a screening process such as that temporarily proposed by the Negotiating Committee can continue to function. Contacts with social and fraternal organizations, as well as employment agencies, the Urban League and the NAACP, should be exploited so that a maximum number of individuals find successful employment with the News.

The following complaints are in the process of being investigated by the Committee and work in each of these areas should be continued:

2. June Smith, 1020 Sound View Street, Bronx 72, New York, telephone number TY 3-8166. Miss Smith is employed by the New York Telephone Company and has a problem different from that usually processed by the Employment Committee. She has been employed by the New York Telephone Company for four and a half years at 204 Second Avenue. I have suggested that she attend the next meeting of the Employment Committee where her particular situation with the company union within the Telephone Company can be discussed and the way in which New York CORE can help her can be explored.

3. William Goodluck, telephone number AU 1-6113. Tom Brown of the Employment Committee is processing this complaint. He should be asked for a progress report at the next meeting.

4. Patricia Examson, IL 7-3614 or NE 5-1367. Miss Smith applied for a job with the National Education TV Corporation Studios

and Arnold Lefor is processing her complaint. Arnold should be ready with some kind of progress report at the next meeting.

5. William Seabrook, 2080 8th Avenue, MOnument 2-3983. After 5:45 P.M. he can be reached at MUrrayhill 8-1034. Mr.Seabrook applied for a job as a reservations clerk with United Airlines at the East Side Airlines Terminal. He was refused employment as he has been on several occasions during the past year. Bob Howard who is employed by the Airlines Company has met and interviewd Mr. Seabrook and finds him a most desirable applicant. A negotiating session should be set up with United Airlines after the Committee explores the idea of a test case. It is my personal opinion that such a test is not necessary and that negotiations can be entered into directly.

6. Elizabeth Parsons, 413 West 154th Street. No telephone number. Mrs. Parsons called on Friday to report that she had been refused employment as a telephone operator with Columbia University in response to an ad placed in the New York Times. She is convinced that discrimination is the explanation for her inability to find employment with Columbia. I called Columbia and spoke with Mrs. Peters at UNiversity 5-4000, Ext. 2140, and learned that this job was still open and that interviews would be conducted on Monday, February 26th although Mrs. Parsons had been told by Mrs. Peters at Columbia that the job was filled. I would suggest that the Employment Committee pursue this complaint.

Particularly in the past ten days the Employment Committee has been deluged with complaints. I think this suggests that in the future more and more people will be coming with employment complaints to the Committee and that much more work will have to be done. It is my hope that the Committee will be able to function creatively and that in the area of employment New York CORE will make progress in opening opportunities for all regardless of race, color or creed.

Sincerely yours,

Evelyn J. Rich

EJR/js
cc: Mr. Arnold Lefor

February 1962 Volume I, Number I

NEW YORK CORE ACTION

Gladys Harrington, chairman

Editors:
Joanne Shane
Doris Funnye
Vicki Morris

New York Committee of Racial Equality CORE 239 West 125th Street, NYC

ARREST CORE QUINTET IN BRONX

It's a great headline, but it didn't make the local newspapers. Charged with disorderly conduct, the first two SIT-INners were arrested at 4p.m. Friday, January 12, and the trio that came to replace them were arrested by 6p.m. the same evening upon the insistence of realtor Ernest Rabine, in whose office the CORE members were sitting. Using various dodges, Mr. Rabine, and landlord Arnold Weinstein, refused to rent a 3½ room apartment to the Frank McFeeters, a Negro couple now living with their four-month-old baby in 1½ rooms. While picketing the Rabine office was covered the morning after the arrests by local NBC cameras, all efforts to get other networks and news outlets to notice our plight and action failed.

Apparently it's easier for news agencies to occupy themselves with reporting racial tension far from home, Baton Rouge, for instnce, than admitting that Evil Jim Crow lurks in good old New York City.

P.S. Picketing continues, and the five arrestees who have pled "not guilty" three times, in three successive courts, will return to the Bronx Court of Special Sessions February 27th. The legal system, it seems, just doesn't know what to do with northern "troublemakers". Shortly before that court date, N.Y. will mass picket City Hall to bring attention to this SIT-IN case.

DAILY NEWS INSISTS NO BIAS EXISTS*

Negotiations are going on between Mr. P.B. Stephens of the News Syndicate, Inc., publishers of the DAILY NEWS, and N.Y. CORE. Mr. Stephens stated February 2nd, contrary to the facts, that there was no discrimination in hiring for their paper. He was impressed with CORE's belief that employment opportunities for minority groups doesn't exist with the NEWS, but that claim, he said, is untrue.

In order to ensure success of future negotiations, CORE, with the aid of the Negro press, is asking minority applicants to the NEWS to call the N.Y. office of CORE. An afternoon conference with N.Y. CORE members will be held so that ultimately the most qualified will be interviewed by **NEWS** personnel.

Presently there are only three Negroes working in the NEWS' Editorial and Commercial Departments.

IT WAS N.Y. CORE'S PLEASURE TO HOST the formulative meeting of the Metropolitan Coordinating Council.

*SMALL'S TO HOST FREEDOM AFTERNOON

Ossie Davis and Ruby Dee lead the list of sponsors of the first annual fund-raising cabaret party for N.Y. CORE, to be held at SMALL'S PARADISE, 7th Av. & 135 St Sunday March 4th, 4 to 9p.m.
A stunning fashion show and lively entertainment are being planned. Enjoy this SUNDAY AFTERNOON FOR FREEDOM while helping to keep N.Y. CORE in action. Single tickets are available at $3150 & $5.00.

RELOCATION NOT FOR MINORITY GROUPS

Implementing N.Y. CORE's Policy Statement on Housing, a Relocation subcommittee has begun investigating relocation practices to determine whether they support the extension of racial ghettoes. From an interview with Director Louckheim of the Relocation Bureau, it was evident that:

1-Relocation is not used to further City integration;2-Meeting with displaced tenants and Bureau staff are closed--even COIR reps aren't ableto attend them(A CORE member's request to attend a R.B. meeting was turned down even though he'd be silent observer); 3-While a tenant is encouraged to go to the on-site R.B. agent for other formsof help, he is referred to COIR because he is Negro or Puerto Rican;4-Apartments with requisite plumbing etc, in ghetto areas are accepted as "standard" accomodations.

When these points are viewed, it seems that displaced tenants go from integrated to segregated areas to facilitate a "redevelopment", which, when completed, will house few more than before.

Evidently, the R.B. does not actively discriminate, nor has it a positive program for integration. The City Planning Commission, the Urban Renewal and Redevelopment Board, and elected City officials, while not activel seeking discrimination, seem to little emphasis upon planning for integration. Short of such planning, present Urban Renewals, (i.e. Upper West Side), may, in most cases, be a step in the wrong direction.

N.Y. CORE must decide whether it should oppose most renewal and demolition projects until integration becomes at least as important to City planners as their present deification of low density, empty grass plots, and compartmentalizing--dividing business from housing and separating income levels, meaning rac

COPY

March 3, 1962

Clifford R. Clemmons, Chairman
Queens Village Brotherhood Committee
227-12 88th Ave.
Queens Village 27, N.Y.
Phone Spruce 6-3211

Dear Mr. Clemmons,

You will recall that I mentioned the contemplated formation of a CORE group in Queens, with which your Committee might want to cooperate. I am writing to say that it will be probably another month until that group is really in operation. I have asked Evelyn Rich to contact you at that time.

I also suggested that you contact the minister of the Hollis Unitarian Church, where I had spoken at an enthusiastic Freedom Ride meeting a few months ago. However, I didn't recall his name at the time. He is Ralph Bailey and his address is 211-49 94th Road, Jamaica 28, N.Y. If you do contact him, you can say that I suggested that an interested group from his church might work with your Committee on community problems.

In conclusion, let me again express my gratitude for the award given me by your Committee. Regards to the group and in particular Mr. & Mrs. Shapiro,

Jim Peck

NEW YORK
CORE
CHAPTER

Congress of Racial Equality
239 West 125 Street
New York 27, New York
MOnument 6-0400

ADVISORY COMMITTEE
Dr. Kenneth B. Clark
Leon J. Davis
Ossie Davis
Ruby Dee
Murray Kempton
Mildred Kiefer-Wurf
Will Maslow
Samuel R. Pierce, Jr.
Rev. James H. Robinson
Hilda Stiff
William J. vanden Heuvel
Thomas G. Weaver

April 3, 1962

Mrs. Evelyn Rich
33-43 14th Street
Long Island City 1, New York

Dear Evie:

You are herewith informed that at the Membership Committee meeting of March 13th, 1962 we accepted your resignation from New York CORE as stated in your joint letter dated February 26th, 1962 and as later reaffirmed by the National Action Committee report of February 23, 1962.

May we wish you good luck with the new group you hope to establish!

Very truly yours,

Bernadine C. Wesley

Bernadine C. Wesley
Membership Committee
Chairman

BCW:js

CC: Lenny Seelig
Rina Garst
Ed Lewinson

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National Action Council
May 1-3, 1964
Philadelphia, Pa.

Resolution on New York CORE and Bronx CORE.

Motion by Sam Riley. Seconded by Richard Rapp.

That because of the violation of the unamimous decision of the Steering Committee meeting of April 11, 1964,

1. A strong warning is given to Bronx CORE and New York CORE that further violation of any of the decisions of the NAC or of its Steering Committee, whether issued directly or through the National Director, shall be considered grounds for disaffiliation.

2. The senior staff person, Jim McCain, or his designee, shall attend all ~~meetings, membership and executive, for a period of ninety days~~ meetings, membership and executive of these two chapters for a period of 90 days. He shall make a monthly written report to the National Director, who shall distribute such reports to the NAC.

3. The New York and Bronx chapters shall engage in a training period, under the direction and guidance of the National Organization, for at least 90 days, in CORE philosophy, direction, discipline and program.

4. During the 90 day period, present or future liason with or participation in any coordinating or cooperative activity with other organizations or groups shall be subject to the approval of the National Director.

5. Written acceptance of the above clauses from the Executive Committees of the Bronx and New York CORE chapters shall be received by the National Director, by 9 am Tuesday, May 5th, 1964.

6. The NAC authorizes the Steering Committee to supervise the implementation of the above clauses. Any violation in letter or ~~spir~~ spirit of these conditions shall be considered grounds for disaffiliation.

Carried. 16 for. 0 against.

THE FOLLOWING PAGES ARE THE BEST AVAILABLE.

NEW YORK CORE MEMBERSHIP & COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name *Beverley A. Bowens* Address *460 Central Park*

Phone *Un 6-0196* Age ___ Marital Status *S* Number of children *—*

Education: High School *✓* Major *Academic*

College *C.C.N.Y. - Eve* Degree ___

Business or Trade Schools ___

Other ___

Present employment *State Insurance Fund 199 Church St*

Previous employment *—*

How did you first hear of CORE? *Thru the Old Friendship House*

Have you attended any NY CORE meetings? *yes* If so, what impression did they make? *—*

___ What impressed you least? ___

___

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) *Active*

If you are an Active member, are you interested in changing your status to Associate?

Active

What kinds of projects would you suggest for NY CORE? ___

___

Which projects would you be particularly interested in? ___

___

Which of the six committees do you think you would like to work with? *Education*

Employment ?

What other organizations do you belong to? *—*

— Are you active with them? *—*

Do you hold any office? *—*

What is the best way to contact you during the day or [✓ evening]? [illegible]

Home phone? *Un 6-0196* Work phone? ___

What days or evenings are you free? *Mondays + Wednesdays*

Hobbies and favorite forms of recreation *Bowling*

___

Name ERNEST R CHANES Address 119 West 87th St. NYC

Phone SC 7 1450 Age 20 Marital Status S Number of children —

Education: High School De Witt Clinton Major Academic Course

College City College of NY Course Bach of Mechanical Engineering

Business or Trade School:

Other

Present employment [illegible] [illegible] Conditioning Corp 9 W 19 St NYC

Previous employment

How did you first hear of CORE? [illegible]

Have you attended any NY CORE meetings? Yes If so, what impressed you most? Spirit of Action What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six committees do you think you would like to work with? Housing

What others organizations do you belong to? FDR Woodrow Wilson Dem Club

Are you active with them?

Do you hold any office? No

What is the best way to contact you during the day or evening? Mail?

Home phone? Work phone? WA 9 4974

What days or evenings are you free?

Hobbies and favorite forms of recreation

[illegible] to answer)

Name Susan H Bishop Address 110 Bedford St - NYC

Phone WA9-5648 Age 34 Marital Status M Number of children 0

Education: High School Major

College Mt Holyoke Degree BA

Business or Trade Schools

Other

Present employment Book Designer at McGraw Hill

Previous employment Magazine & book publishing, [illegible] [illegible], [illegible] teacher - [illegible]

How did you first hear of CORE? 15 years ago, from Chicago friends

Have you attended any NY CORE meetings? yes If so, what impressed you most?

last year unity of purpose & dedication What impressed you least? this year - heavy emphasis on organizational & procedural matters

If you are not a member of NY CORE, are you interested in active or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing you status [✓ to Associate?]

Yes - very much!

What kinds of projects would you suggest for NY CORE? there seem to be a number of good ones already in action

Which projects would you be particularly interested in? housing, employment - as a plain ordinary participant, for example "checker" or some such

Which of the six committees do you think you would like to work with? No committee work please -

What other organizations do you belong to? Committee for a Sane Nuclear Policy, ADA, Committee on Civil Rights in Manhattan Are you active in which? SANE & CCRM

Do you hold any office? Member of [illegible] Village SANE Administrative Committee

What is the best way to contact you during the day or evening call?

Home phone? Work phone? LO 4-3000 x 3382

What days or evenings are you free? Can't generalize - some evenings, some weekends

Hobbies and favorite forms of recreation bridge, woodworking, weekends in the country, sewing

Questionnaire (Don't answer any you don't wish to answer)

Name Maggie Barrows Address 3969 Saxon Av. Bx 63, NY

Phone KI 9-2575 Age 16 Marital Status ______ Number of children ______

Education: High School of Music + Art Major Art

College ______ Degrees ______

Business or Trade Schools ______

Other ______

Present employment ______

Previous employment ______

How did you first hear of CORE? A friend brought me to a meeting

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The ideals of the group What impressed you least? I felt there was some lack of organization and time was wasted during meetings

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ______

If you are an Active member, are you interested in changing you status to [✓ Associate]?

Yes. I find that my school work does not permit active participation (for the time being)

What kinds of projects would you suggest for NY CORE? ______

Which projects would you be particularly interested in? ______

Which of the six committees do you think you would like to work with? ______

What other organizations do you belong to? I sometimes attend meetings of SANE, District 65 YAC, Ethical Culture — I am Are you active with them? not a member

Do you hold any office? ______

What is the best way to contact you during the day or evening: Mail? Mail or phone evening

Home phone? KI-9-2575 Work phone? ______

What days or evenings are you free? none – Sundays occasionally

Hobbies and favorite forms of recreation reading, art work (crafts + fine arts) music has changed so that

be [illegible] Avenue! NYC

NY CORE MEMBERSHIP QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Agnes C. Benjamin Address 545 West 126th Street NYC

Phone WA-6-0001 Age 17 Marital Status Single Number of children ____

Education: High School Yes Major Academic

College freshman term Degrees ____

Business or Trade Schools ____

Other ____

Present employment None

Previous employment N.Y. Public Library; Royal-Globe Insurance Group

How did you first hear of CORE? ~~Through~~ By attending a rally connected with it

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The organized confusion of getting nowhere fast. What impressed you least? The reason for being there.

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ____

If you are an Active member, are you interested in changing your status to Associate?

I was active, but school coincides with meetings.

What kinds of projects would you suggest for NY CORE? ____

Which projects would you be particularly interested in? ____

Which of the six committees do you think you would like to work with?

Fund raising committee

What other~~s~~ organizations do you belong to? Hillel Soceity; Newman Club, Sigma Tau Delta Sor. Are you active with them? Was until this term for the 1st two.

Do you hold any office? Secretary-Treasurer

What is the best way to contact you during the day or evening: Mail? Yes

Home phone? ____ Work phone? ____

What days or evenings are you free? ____

Hobbies and favorite forms of recreation All sports (skiing, horse riding, ice skating, tennis, swimming, etc.) All forms of art (dancing, writing, painting, instrumental, etc.)

[illegible] (... you ... to answer)

Name ROBERT W. BATES Address 171 E. 2ND ST.

Phone ______ Age 33 Marital Status YES Number of children 2

Education: High School ✓ Major SPEECH

College 2 YEARS Degree ______

Business or Trade Schools ______

Other WAYNE U THEATER GENE FRANKEL DRAMA WORKSHOP

Present employment GARDEN SUPERMARKET - FLOOR

Previous employment SUPERIOR METER FACTORY - ASSEMBLY INSPECTION

How did you first hear of CORE? 1 1/2 YEAR AGO, A PACIFIST TOOK ME TO MEETING

Have you attended any NY CORE meetings? YES If so, what impressed you most? ARDENCY, PERSISTENCE What impressed you least? POSSIBILITY OF PEOPLE BEING LOST IN THE SHUFFLE, WHILE HARD CORE CONTROLLED MEETINGS

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) ASSOCIATE * WITH QUALIFICATIONS

If you are an Active member, are you interested in changing you status to Associate? SEE ABOVE + FOOTNOTE

What kinds of projects would you suggest for NY CORE? INVESTIGATION OF JOB + HOUSING DISCRIMINATION IN N.Y. AREA. ONE NEED NOT GO SOUTH TO FIND THAT MOST PEOPLE ARE RACIALLY PREJUDICED. EDUCATION, RE: FILMS, ETC.

Which projects would you be particularly interested in? WRITING LEAFLETS, PAMPHLETS, ON HAND AT FILM SHOWINGS

Which of the six committees do you think you would like to work with? ~~EDUCATION~~ UNDECIDED

What others organizations do you belong to? A.F.S.C.; LIBERTARIAN LEAGUE, WAR RESISTERS LEAGUE Are you active with them? MILDLY - ACTIVE PICKETER

Do you hold any office? NO

What is the best way to contact you during the day or evening? Call? YES

Home phone? ______ Work phone? ______

What days or evenings are you free? EVERY OTHER WEDNESDAY, OR MORE

Hobbies and favorite forms of recreation WRITING, ACTING, MOVIES, MUSIC LISTENER, CHILDREN

* IF YOU CAN USE ME AS A WRITER, I WILL BE ACTIVE

A fine idea, Bernie. Thank you.

NEW YORK CORE MEMBERSHIP & [illegible] QUESTIONNAIRE [illegible]

Name Mervail Bennett Address 15 Irving Place [illegible]

Phone H-9-0263 Age 60 Marital Status Wi Number of children

Education: High School Yes. Major

College 2 yrs Degrees

Business or Trade Schools None

Other

Present employment U.S. Govt.

Previous employment None -

How did you first hear of CORE? Church - The Master

Have you attended any NY CORE meetings? Yes If so, what impressed you most? Speech - + discussions What impressed you least? None

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Presently [✓ associate] membership -

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE? Sit in -

Which projects would you be particularly interested in? Sit In

Which of the six committees do you think you would like to work with?

Education Committee

What others organizations do you belong to? None

Are you active with them?

Do you hold any office?

What is the best way to contact you during the day or evening; mail? Evening

Home phone? H 9-0263 Work phone?

What days or evenings are you free? Tuesday

Hobbies and favorite forms of recreation Bridge - walks [illegible] COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Eugene Beller, M.D. Address 3530 Bainbridge Ave, Bx

Phone OL 4-2913 Age 30 Marital Status M Number of children 0

Education: High School ______ Major ______

College Yale Degrees BA

Business or Trade Schools Univ. of Utah Coll of Med

Other Medical School

Present employment 2nd yr Resident, Medicine.

Previous employment ______

How did you first hear of CORE? Newspaper

Have you attended any NY CORE meetings? NO If so, what impressed you most? ______

Where are meetings? What impressed you least? ______

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) [✓ Associate]

If you are an Active member, are you interested in changing you status to Associate?

______

What kinds of projects would you suggest for NY CORE? ______

Which projects would you be particularly interested in? meetings for now

Which of the six committees do you think you would like to work with? sit-in

What others organizations do you belong to? ADA, ACLU, NAACP

Are you active with them? ______

Do you hold any office? NO

What is the best way to contact you during the day or evening? Mail? Yes

Home phone? Yes Work phone? ______

What days or evenings are you free? Varies.

Hobbies and favorite forms of recreation Reading & exploring any you don't wish to answer)

Name SHEILA MARONEY Address 140 East 7th St.

Phone Yu 2-0814 Age 36 Marital Status Single Nmbr. of Children 0

Education: High School Atlantic City Major English

College Northwestern University Degrees B.S. Journalism

Business or Trades Schools

Other NYU - School of Ed -

Hobbies Guitar

Present Employment NYU - School of Ed - Admissions Office

Previous Employment

too numerous to outline here {Nat Horwitz

How did you first hear of CORE? thru Woolworth picket line } 14th btwn A & B

Have you attended any NY CORE meetings? No If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Unsure

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with?

What other organizations do you belong to? NAACP - Village - Chelsea chapter

Are you active in them? {yes - in the past -

Do you hold any offices? No {thinking of change

What is the best way to contact you during the day or evening: Mail? yes

Home phone? Yu 2-0814 Work phone? Sp 7-2000, X 477, 478

What days or evenings are you free? Mon eves, Sats, Suns

Favorite forms of recreation? Music

Name Rev E. C. White Address 225 WEST END AVE- NYC 23 NY

Phone EN2-9882 Age 29 Marital Status M Nmbr. of Children 3

Education: High School ✓ Major

College ✓ Degrees BA, BD

Business or Trades Schools Theological Seminary (Union) '

Other

Hobbies

Present Employment Minister - Good Shepherd-Faith Presbyterian Church

Previous Employment

How did you first hear of CORE?

Have you attended any NY CORE meetings? If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) [✓ Associate]

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with?

What other organizations do you belong to?

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail? Mail

Home phone? EN2-9882 Work phone? SU 7-9801

What days or evenings are you free?

Favorite forms of recreation?

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONAIRE (Leave blank any you don't wish to answer)

Name MARTIN SMOLIN Address 229 E. 11 St.

Phone AL4-7456 Age 26 Marital Status Sing Numbr. of Children

Education: High School Major Entomology, [illegible]

College Degrees BS, MA

Business or Trades Schools

Other

Hobbies

Present Employment research

Previous Employment

How did you first hear of CORE? thru Jim Farmer

Have you attended any NY CORE meetings? 4/1 If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing your status to Associate?

maybe, will decide after 4/1/61

What kinds of projects would you suggest for NY CORE? drop the picketing - it's not getting anything now.

Which projects would you be particularly interested in? housing

Which of the six NY CORE committees do you think you would like to work with? Housing

What other organizations do you belong to?

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evenings Mail?

Home phone? after 11PM - AL4-756 Work phone? 9-5 PM - SU5-2482

What days or evenings are you free? Mon - Tues

Favorite forms of recreation?

Name Viki Morris Address 38 [illegible] Bklyn 35

Phone PE 2-6155 Age 18 Marital Status Single Nmbr. of Children none

Education: High School A. Lincoln High Sch Major Academic; Art

College ______ Degrees ______

Business or Trades Schools ______

Other Art Students League of New York

Hobbies Art, Dancing

Present Employment none

Previous Employment none

How did you first hear of CORE? Sit-in publicity.

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The orderly procedure What impressed you least? The amount of unnecessary discussion given to every matter, and the apathy of certain members

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one)

If you are an [✓ Active member], are you interested in changing your status to Associate? no

What kinds of projects would you suggest for NY CORE? Stand-ins at private pools or playgrounds (similar to Palisades); More action on the school situation in N.Y.C.

Which projects would you be particularly interested in? Education; Employment

Which of the six NY CORE committees do you think you would like to work with? I am on the Education and Employment Committees

What other organizations do you belong to? Parents' Workshop for Equality in N.Y.C. Schools Are you active in them? Yes

Do you hold any offices? Secretary of the Youth Committee;

What is the best way to contact you during the day or evening: Mail? Always

Home phone? Afternoons, early evenings Work phone? ______

What days or evenings are you free? All evenings if notified at least two days

Favorite forms of recreation? [illegible]; informal gathering [illegible] QUESTIONNAIRE (Leave blank any you don't wish to

Name Lois Ann Wertheimer Address 500 West

Phone MO 2-0050 Age 18 Marital Status Single Number of chil

Education: High School Newtown, Queens Major Academ

College ______ Degrees ______

Business or Trade Schools ______

Other ______

Present employment Atlantic Insurance Company 80 Pine Street

Previous employment Macy's Harold Square

How did you first hear of CORE? Throught a school friend

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The ideas for which it stands What impressed you least? The time consumed in red tape when discussing an action project.

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) ______

If you are an [✓ Active member,] are you interested in changing you status to Associate? No

What kinds of projects would you suggest for NY CORE? To continue in its present lines before going on to something new.

Which projects would you be particularly interested in? Any action project.

Which of the six committees do you think you would like to work with? Membership, Employment, and Boycott.

What other~~s~~ organizations do you belong to? Sane, Stevensonian Democrates (just recently formed, John Kuesell, chairman) Are you active with them? yes

Do you hold any office? No

What is the best way to contact you during the day or evening: Mail? ______

Home phone? evenings Work phone? ______

What days or evenings are you free? Monday and Wednesday and Friday until 8:00 P.M.

Hobbies and favorite forms of recreation Reading and music

(Leave blank any you don't wish to answer)

Name Roger Schneier Address 3965 Saxon

Phone Ki3-8296 Age 18 Marital Status Single Numbr. of Children –

Education: High School DeWitt Clinton Major Political Science

College N.Y.U. (Uptown) Degree —

Business or Trades Schools —

Other —

Hobbies Photography, Music

Present Employment Student

Previous Employment —

How did you first hear of CORE? From David Lukomnick

Have you attended any NY CORE meetings? Yes If so, what impressed you most?

What impressed you least?

[redacted]

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

If you are an [✓ Active member], are you interested in changing your status to Associate?

No

What kinds of projects would you suggest for NY CORE? Let's finish the lunch counter, housing & employment projects before thinking of anything else.

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with?

Finance

What other organizations do you belong to?

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? Work phone?

What days or evenings are you free? It all depends on my school load. Now usually Fri. nights only + some Saturday afternoons,

Favorite forms of recreation?

Name RONI NELSON Address 7 2345 E. 13I ST

Phone NI-5-1682 Age 17 Marital Status ______ Nmbr. of Children ______

Education: High School LINCOLN H.S. Major SOCIAL SCIENCE

College BROOKLYN COLLEGE Degrees ______

Business or Trades Schools ______

Other ______

Hobbies ______

Present Employment ______

Previous Employment ______

How did you first hear of CORE? through a picket line in Brigton Beach

Have you attended any NY CORE meetings? YES If so, what impressed you most? ______

What impressed you least? THE MEETINGS WERE TOO LONG & NOTHING SEEMED TO GET DOWN

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ______

If you are an Active member, are you interested in changing your status to Associate?

I AM AN ACTIVE MEMBER. BUT I REALLY CANNOT BE VERY ACTIVE UNTIL THE SUMMER FOR I HAVE MUCH SCHOOL WORK

What kinds of projects would you suggest for NY CORE? ______

Which projects would you be particularly interested in? ~~Bo[illegible]ott~~

Which of the six NY CORE committees do you think you would like to work with?

BOYCOTT COMMITTE

What other organizations do you belong to? YOUTH TO ABOLISH HOUSE-UN AMERICAN COMMITTEE Are you active in them? YES

Do you hold any offices? NO

What is the best way to contact you during the day or evening: Mail? EVENINGS AFTER 5:30

Home phone? NI-5-1682 Work phone? ______

What days or evenings are you free? ONLY FR. + SAT EVENINGS

Favorite forms of recreation? ______

an active member of CORE and until
the summer I was able to attend meetings.
ever because of some family difficulties an
fact that I am now working as well as taken
full schedule at school I cannot participate
as actively as I would like to.

So — I would appreciate it if you wo
change ~~may~~ my status to associate member. I
am interested in CORE activities and if there co
anything I can do on campus (C.C.N.Y.) please let
me know

Sincerely
Leslie Tessman

Name LESLIE ANN TUMIN Address 69-03 222 St. Bays

Phone BAY-4197 Age 18 Marital Status SINGLE Numb. of Children ——

Education: High School ✓ Major ENGLISH, Philosophy

College NOW IN 2nd yr at CCNY Degrees WORKING TOWARD B.A.

Business or Trades Schools

Other

Hobbies

Present Employment PART TIME

Previous Employment

How did you first hear of CORE?

Have you attended any NY CORE meetings? If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

✓ If you are [✓ an Active member], are you interested in changing your status to Associate?

Yes - see back of this sheet please

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? projects involving students

Which of the six NY CORE committees do you think you would like to work with?

Education

What other organizations do you belong to?

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail?

Home phone? ✓ Work phone?

What days or evenings are you free? MONDAY + THURSDAY EVENINGS + SUNDAY

Favorite forms of recreation?

Name Carol Biber Address Apt. 3B - 414 Riverside Dr.

Phone 25 Age 23 Marital Status S Number of children 0

Education: High School Columbia H.S. Major Sociology

College Oberlin College Degrees B.A.

Business or Trade Schools —

Other Julliard (now) School of Music, London School of Economics, U. of London

Present employment Secretary at Dept. of Indus. Engineering, Columbia Univ.

Previous employment Social worker — for foster home agency.

How did you first hear of CORE? Read about it in newspaper.

Have you attended any NY CORE meetings? Yes. 1. If so, what impressed you most? Members- seemed purposeful & sessions-were clear-friendly What impressed you least? ?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) I would like to wait until I have had the opportunity of attending a few more meetings to decide.

If you are an Active member, are you interested in changing your status to Associate?

—

What kinds of projects would you suggest for NY CORE? Have group sessions to help people explore their own attitudes and prejudices and motives for instance for joining an organization such as CORE.

Which projects would you be particularly interested in?

I am undecided.

Which of the six committees do you think you would like to work with?

Possibly the Education Committee.

What other organizations do you belong to? None.

Are you active with them? —

Do you hold any office? —

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? UN5-8730 Work phone? UN5-4000 — Ex. 2546

What days or evenings are you free? Thursday evening. Afternoons- Mon., Weds., & Thurs. Fri. morning.

Hobbies and favorite forms of recreation Artwork.

Name Shelley Wexner Address 175 W. 93 St N.Y. 25 N.Y.

Phone UN-6-0684 Age 16 Marital Status single Nmbr. of Children —

Education: High School Senior Major

College Degree

Business or Trades Schools

Other

Hobbies Writing, reading

Present Employment Volunteer Work Bklyn Heights Youth Center

Previous Employment Farmwork, Mothershelper, Secretary library.

How did you first hear of CORE? Friends

Have you attended any NY CORE meetings? If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Active

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE? Mass rally to stimulate interest.

Which projects would you be particularly interested in? I picket regularly

Which of the six NY CORE committees do you think you would like to work with? Education Committee.

What other organizations do you belong to? Sane, N.A.A.C.P., advance

Are you active in them? mostly in Sane

Do you hold any offices? Secretary - Sane

What is the best way to contact you during the day or evening: Mail? Mail

Home phone? UN-6-0684 Work phone?

What days or evenings are you free? Mon, Tues, thurs occasionally

Favorite forms of recreation? Swimming, horseback riding

Name SUSAN BROWNMILLER Address 991 2nd Ave

Phone PL1-7122 Age 25 Marital Status Single Number of children

Education: High School Midwood Major E.W.

College Cornell U. Degree A.B.

Business or Trade Schools

Other

Present employment

Previous employment Coronet, Metronome

How did you first hear of CORE? through Evan Morley

Have you attended any NY CORE meetings? yes If so, what impressed you most? The seriousness of the members What impressed you least? inability to follow up many projects

If you are not a member of NY CORE, are you interested [✓ in Active] or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing your status to Associate?

[✓ No]

What kinds of projects would you suggest for NY CORE? housing segreg. – involving Puerto Rican community; public educational forums

Which projects would you be particularly interested in? The above – plus closer work with labor unions.

Which of the six committees do you think you would like to work with? housing ++ education.

What other organizations do you belong to? Lex. Dem. Club, Lower Harlem Reform Club Are you active with them? yes

Do you hold any office? No

What is the best way to contact you during the day or evening: call?

Home phone? ✓ Work phone?

What days or evenings are you free? take your chances

Hobbies and favorite forms of recreation reading, sports, talking, theatre, politics.

Name [illegible] Address 422 W. 104 St. NY 32

Phone AU 1-2341 Age 23 Marital Status SINGLE Number of children

Education: High School OF COMMERCE Major ACADEMIC

College Degrees

Business or Trade Schools MOON SECRETARIAL SCHOOL

Other

Present employment THE DISPLAYERS INC

Previous employment GIRL SCOUTS OF USA

How did you first hear of CORE?

Have you attended any NY CORE meetings? NO If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ACTIVE

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE? -

Which projects would you be particularly interested in?

Which of the six committees do you think you would like to work with? MEMBERSHIP AND OR FINANCE

What ~~others~~ organizations do you belong to? NONE

Are you active with them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail?

Home phone? Work phone? PL 7-6500 ext. 34-

What days or evenings are you free? MON. - THURS

Hobbies and favorite forms of recreation JAZZ, MUSIC, THEATRE, ETC

Name RINA GARST Address 60 E 45 St, N.Y. 3, NY

Phone SP 7-7495 Age 29 Marital Status–Divorced Nmbr. of Children —

Education: High School Major Economics

College (CCNY BA) New School grad work) Degree BA, [illegible]

Business or Trades Schools

Other

Hobbies

Present Employment [illegible] Assistant (as of Jan 61)

Previous Employment Secretary

How did you first hear of CORE? When I was active in the movement at CCNY in 1949

Have you attended any NY CORE meetings? yes If so, what impressed you most? Enthusiasm What impressed you least? Lack of organizational know how.

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

If you are [✓ an Active member], are you interested in changing your status to Associate?

No not unless it proves ~~necessary~~ due to new job!

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? Employment & Housing

Which of the six NY CORE committees do you think you would like to work with? Employment (I'm already on)

What other organizations do you belong to? Socialist Party, ~~[illegible]~~ Local 1707 CSAE, ~~[illegible]~~ Are you active in them? yes

Do you hold any offices? yes - Ex Bd of union. Con. Chairman YSP

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? SP 7 7495 ([illegible]) Work phone? —

What days or evenings are you free? —

Favorite forms of recreation?

over

Name JOAN GIARRUSSO Address 2174 EAST 9 ST B'KLYN 23 N.Y.

Phone ES 6-1131 Age 21 Marital Status Single Nmbr. of Children None!

Education: High School School of Industrial Art Major ILLUSTRATION

College Degrees

Business or Trade Schools School of VISUAL ARTS

Other CRAFT STUDENTS LEAGUE (YWCA)

Hobbies [redacted]

Present Employment H. L. GREEN CO. INC (COMMERCIAL ARTIST)

Previous Employment

How did you first hear of CORE? SAW MEMBERS PICKETING WOOLWORTHS

Have you attended any NY CORE meetings? YES! If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

If you are [✓ an Active member], are you interested in changing your status to Associate?

No

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with? Boycott + Education

What other organizations do you belong to? None

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail? —Write to my home address

Home phone? call my home in the evening. Work phone?

What days or evenings are you free?

Favorite forms of recreation? [redacted]

Name Russell Smith Address 2831 Exterior Street

Phone L.O.2-6775 Age 18 Marital Status Single Nmbr. of Children

Education: High School ✓ Major Languages

College City College (Freshman) Degrees

Business or Trades Schools

Other

Hobbies

Present Employment

Previous Employment

How did you first hear of CORE? By word of mouth

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The Fact that [illegible] was accomplished What impressed you least? Too much talk, time wasted

If you are not a member of NY CORE, are you interested in [✓ Active] or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing your status to Associate?

No

What kinds of projects wou'd you suggest for NY CORE? Barbershops

Dining facilities - investigation of discrimination

Which projects would you be particularly interested in? The above

Which of the six NY CORE committees do you think you would like to work with?

The Boycott Committee

What other organizations do you belong to? The American Youth Hostels

Are you active in them?

Do you hold any offices?

What is the best way to contact you during the day or evening: Mail?

Home phone? ✓ Work phone?

What days or evenings are you free? Wednesday, Friday (others)

Favorite forms of recreation? Bicycling, Music

NEW YORK CORE MEMBERSHIP & COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Martha Johnson Address 125 Bainbridge St

Phone Hy. 3-8815 Age 68 Marital Status Divorce Number of children One

Education: High School 4 yrs Major Academic

College Fla A & M Degrees

Business or Trade Schools Millinery & Commercial

Other Religious Education & Music & Drama

Present employment New York City Dept of Welfare

Previous employment National Council of Churches

How did you first hear of CORE? Through my Church

Have you attended any NY CORE meetings? One If so, what impressed you most? The togetherness of workers What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) I am ill at Present

If you are an Active member, are you interested in changing you status to Associate?

Hope to be Active when Physically Able.

What kinds of projects would you suggest for NY CORE? Must first learn more of the projects you have.

Which projects would you be particularly interested in?

Not able to say until I learn more.

Which of the six committees do you think you would like to work with? Committee on Education.

What other~~s~~ organizations do you belong to? John Brown Memorial Asso. & Negro History Are you active with them? Yes

Do you hold any office? President of Frederick Douglass Chapter of John Brown

What is the best way to contact you during the day or evening: Mail?

Home phone? Hy-3-8815 Work phone? AL. 4-9300 Ext 19

What days or evenings are you free? Tues. Wed.

Hobbies and favorite forms of recreation Writing - Drama & Music

Name FINKELSTEIN, WILLIAM Address 1539 STERLING PLACE BKLYN.

Zone 13 Age 21 Marital Status SINGLE Number of children ———

Education: High School CHARLES EVANS HUGHES-4YRS. Major TEXTILE SCIENCE

College ______ Degrees ______

Business or Trade Schools ______

Other ______

Present employment OFFICE WORK

Previous employment LAB. ASSISTANT, Messenger (part-time)

How did you first hear of CORE? Friends in NAACP told me about "CORE"

Have you attended any NY CORE meetings? NO If so, what impressed you most? ______

______ What impressed you least? ______

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) ASSOCIATE

If you are an Active member, are you interested in changing you status to Associate?

______

What kinds of projects would you suggest for NY CORE? PICKETING ALL STORES WHOSE CHAINS DISCRIMINATE IN SOUTH, CLASSES ON CORE POLICIES, ETC.

Which projects would you be particularly interested in? TRADE UNION PICKETING OF CHAINS THAT SEGREGATE, YOUTH PICKETS, ETC.

Which of the six committees do you think you would like to work with? Boycott Committee and housing committee

What other organizations do you belong to? TRADE UNION, NAACP

Are you active with them? YES

Do you hold any office? ______

What is the best way to contact you during the day or evening [illegible] mail? MAIL AND PHONE

Home phone? PR 2-1723 Work phone? ______

What days or evenings are you free? SATURDAY AND SUNDAY

Hobbies and favorite forms of recreation STAMP COLLECTING, MUSIC, reading books, plays, etc, etc.

[illegible] CORE [illegible] & [illegible] QUESTIONNAIRE. (Please leave blank any you don't wish to answer)

Name Edith Ericson Address 1816 Grande Ave S.E.
Cedar Rapids, Iowa

Born [illegible] Age 17 Marital Status Single Number of children 0

Education: High School did not graduate Major [illegible]

College Coe College, Cedar Rapids, Iowa Major Freshman

Business or Trade Schools

Other

Present employment Student

[redacted] 1957-1960

Previous employment Summer employment - Columbia U. Sch of Public Health NYC

How did you first hear of CORE? at Woolworth pickets in NYC

Have you attended any NY CORE meetings? No If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) [✓ Associate]

If you are an Active member, are you interested in changing your status to associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? am interested in starting project in Cedar Rapids Iowa

Which of the six committees do you think you would like to work with?

What other organizations do you belong to?

Are you active with them?

Do you hold any office?

What is the best way to contact you during the day or evening? Call.

Home phone? Work phone?

What days or evenings are you free?

Hobbies and favorite forms of recreation reading and talking

Name Gretchen Ehrmann Address 325 W. 102th St.

Phone UN 5-1177 Age 24 Marital Status single Number of children

Education: High School Completed (Roosevelt High) Year

College U. of Ill; Douglass College (Rutgers U.) Degree B.A. political sc.

Business or Trade Schools

Other Grad School - Cornell U. - Sch. of Industrial & Labor Relations

Present employment General Electric Co. - [illegible] (Consumer Research)

Previous employment U.S. Labor Dept.; Cornell U.; Douglass C.

How did you first hear of CORE? Sit-ins

Have you attended any NY CORE meetings? no If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? Picketing; perhaps employment problems.

Which of the six committees do you think you would like to work with?

Boycott Comm.

What other organizations do you belong to?

Are you active with them?

Do you hold any office?

What is the best way to contact you during the day or evening: Mail →

Home phone? night: UN-5-1177 Work phone? (9-5) PL-1-1311 (Ext. [illegible] or 2145)

What days or evenings are you free? M. W. Th. evening; some Sats all day.

Hobbies and favorite forms of recreation

Phone ES6-6397 Age 17 Marital Status SINGLE Number of children —

Education: High School ✓ Major —

College Degree

Business or Trade Schools

Other

Present employment

Previous employment

How did you first hear of CORE? Colleagues in School

Have you attended any NY CORE meetings? NO If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) [✓ Associate]

If you are an Active member, are you interested in changing your status to associate?

What kinds of projects would you suggest for NY CORE? Films shown to students

Which projects would you be particularly interested in? education in the schools

Which of the six committees do you think you would like to work with? —

What other organizations do you belong to? Brooklyn Students for a Sane Nuclear Policy

Are you active in them? Yes

Do you wish to be billed? Yes

What is the best way to contact you during the day or evening: mail, Mail or

home phone: ✓ Evening ES66397 work phone: —

What days or evenings are you free? Saturday daytime

Hobbies and favorite forms of recreation Folk singing, dancing, music

Name Stanton Kahn Address 500 W 122 St.

Phone MO 2 0050 Age 19 Marital Status Single Number of children

Education: High School Van Nuys Calif Major Many

College Columbia Degrees

Business or Trade Schools

Other

Present employment U.S Trust Co.

Previous employment

How did you first hear of CORE? Saw a Picket Line read American Dilemma

Have you attended any NY CORE meetings? Yes If so, what impressed you most?

What impressed you least? time spent on trivial matters

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing you status [✓ to Associate]?

yes

What kinds of projects would you suggest for NY CORE? expanded housing

Which projects would you be particularly interested in?

Which of the six committees do you think you would like to work with?

What other~~s~~ organisations do you belong to? League of Stevensonian Dems

Are you active with them? ?

Do you hold any office? no

What is the best way to contact you during the day or evening: Mail? no

Home phone? no Work phone? yes Ha 24600

What days or evenings are you free? tuesday thursday

Hobbies and favorite forms of recreation

Name V. R Morray Address 313 E 95 Street NYC 28

Phone Fi 8-2006 Age __ Marital Status ________ Nmbr. of Children ________

Education: High School __________ Major __________

College __________ Degrees __________

Business or Trades Schools Central Commerce High Sch 214 E 42 St NYC

Other __________

Hobbies Fishing scrap book gardening

Present Employment __________

Previous Employment __________

How did you first hear of CORE? __________

Have you attended any NY CORE meetings? yes If so, what impressed you most? The fight to help the south What impressed you least? __________

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) Associate

If you are an Active member, are you interested in changing your status to Associate? __________

What kinds of projects would you suggest for NY CORE? __________

Which projects would you be particularly interested in? Sits in in the south

Which of the six NY CORE committees do you think you would like to work with? I do not know them

What other organizations do you belong to? American Hygiene Society Jamaica Progress League Are you active in them? to an extent

Do you hold any offices? __________

What is the best way to contact you during the day or evening: Mail? Phone aft 6.30 PM

Home phone? Filmore 8 2006 Work phone? __________

What days or evenings are you free? Tues, Thursday, Friday Sat & Sun

Favorite forms of recreation? fishing, dancing

Name MICHAEL RUBIN Address 615 W 184 ST N.Y. 33

Phone WA86792 Age 36 Marital Status M Numbr. of Children 2

Education: High School Major

College Degrees

Business or Trades Schools

Other

Hobbies

Present Employment

Previous Employment

How did you first hear of CORE? NEWS PAPERS

Have you attended any NY CORE meetings? If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ASSOCIATE

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with?

What other organizations do you belong to? FAIR PLAY FOR CUBA COMMITTEE

Are you active in them? YES

Do you hold any offices? NO

Name Ruth Scheidt Address 128 Second Avenue

Phone AL 48928 Age 23 Marital Status divorced Nmbr. of Children none

Education: High School diploma Major college prep

College Stanford University Degrees BA, [illegible]

Business or Trades Schools

Other San Francisco State, NYU: 1½ yrs graduate school

Hobbies ? Causes? — Peace and civil rights.

Present Employment National Committee for a Sane Nuclear Policy

Previous Employment Editorial Assistant at Argosy Magazine

How did you first hear of CORE? friends —

Have you attended any NY CORE meetings? yes If so, what impressed you most? Atmosphere of ~~[illegible]~~, common purpose. Lack of internal dissension that characterizes SANE

What impressed you least? they were dreadfully dull —

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate membership

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE? In N.Y. — picketing is great. Are you working on equal opportunity in employment — for white collar workers especially?

Which projects would you be particularly interested in? I liked the picketing. I dropped out when I became involved in peace movement, & if I became active again it would probably be in picketing, etc.

Which of the six NY CORE committees do you think you would like to work with? like ?

What other organizations do you belong to? SANE - WRL - "belong" officially to none

Are you active in them? yes

Do you hold any offices? Staff member at SANE

What is the best way to contact you during the day or evening: Mail? OK

Home phone? AL 48928 evening Work phone? BX 7 2265 day

What days or evenings are you free? very few

Favorite forms of recreation? staying home - seldom do.

Name Jeannette Hodge Address 160 Bleecker Street Apt. 3

Phone SP7-5443 Age 25 Marital Status single Number of children

Education: High School McDonogh #35 Major general academic

College Dillard University Degrees B.A.

Business or ~~Trade~~ Professional Schools American Theatre Wing - Professional Ce

Other Columbia Grad. M.A. completion of thesis. I have 30

Present employment Developmental Trainer - United Cerebral Palsy.

Previous employment Student — part-time oddities

How did you first hear of CORE? friend

Have you attended any NY CORE meetings? no If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate membership

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE? national correspondence with school news editors and local papers stressing equality, what is being done, what can be done and needs

Which projects would you be particularly interested in? helping others to become educated about CORE after I have become so.

Which of the six committees do you think you would like to work with? Educational is first preference but wherever I'm needed I will work

What other organizations do you belong to? Y.M.-W.C.A.

Are you active with them? No

Do you hold any office? No

What is the best way to contact you during the day or evening: Mail? no

Home phone? SP 7-5443 4pm-5pm after 9pm Work phone? 9AM until 3pm Gr 5-6200 - ext. 9-4C unit

What days or evenings are you free? Sat. & Sun.

Hobbies and favorite forms of recreation dancing, reading, music, in/out-doors sports

NEW YORK CORE MEMBERSHIP & ACTIVITIES QUESTIONNAIRE ([illegible]

Name Gretchen Grossner Address 780 West End Ave.

Phone Un.5-3968 Age 15 Marital Status Single Number of children

Education: High School H.S of Commerce Major

College Degrees

Business or Trade Schools

Other

Present employment Student

Previous employment Student

How did you first hear of CORE? I joined a Woolworth picket line and learned of CORE

Have you attended any NY CORE meetings? Yes If so, what impressed you most? the variety of things it is doing What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? Boycotts, housing discrimination

Which of the six committees do you think you would like to work with?

What other organizations do you belong to? NAACP, Comm. to Defend Martin Luther King Jr., NAACP Youth Council Are you active with them? With the Comm. to Defend King

Do you hold any office? No

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? Work phone?

What days or evenings are you free? After school, Sundays, only sometimes

Hobbies and favorite forms of recreation Reading, fan collecting, drawing, swimming, bicycling, Table Tennis, badminton.

Name MAURICE GOLDMAN Address 426 - BEACH

Phone GR-4-7037 Age 31 Marital Status SINGLE Nmbr. of Children

Education: High School YES Major HISTORY

College CCNY EVE. Degrees STILL A STUDENT

Business or Trades Schools

Other HENRY GEORGE SCHOOL

Hobbies WRITING CHECKERS

Present Employment CIVIL SERVICE (ASST. GARDENER) NYC DEPT PUBLIC WORKS QUEENS

Previous Employment

How did you first hear of CORE? FROM SIT INS

Have you attended any NY CORE meetings? NO If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) [✓ ASSOCIATE]

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE? PICKETING WOOLWORTHS PICKETING MACY'S VISIT A DELEGATION. BOB KENNEDY THE NEW ATTORNEY GENERAL OF US

Which projects would you be particularly interested in? DELEGATIONS TO WOOLWORTH'S & MACY'S EXECUTIVES TO PRESSURE THEM.

? Which of the six NY CORE committees do you think you would like to work with? ?

WHAT IS CORE'S STATEMENT OF PURPOSE? WHAT DOES CORE BELIEVE IN? PLEASE TELL ME?

What other organizations do you belong to? ADA SANE, SOCIALIST PARTY YPSL

Are you active in them? YES

Do you hold any offices? CORR. SECRETARY WEST SIDE ADA

What is the best way to contact you during the day or evening: Mail? YES

Home phone? GR4-7037 Work phone? BO-8-5000 EXT. 85

What days or evenings are you free? SONDAY

Favorite forms of recreation? AGITATION - SOFT BALL

Name Stephen A Schwerner Address 70 Barrow St N.Y.C. 14

Phone OR5-2487 Age 23 Marital Status Single Nmbr. of Children —

Education: High School ________ Major ________

College Antioch Degree A.B. in Secondary Education

Business or Trades Schools ________

Other Now at N.Y.U. graduate student in Educational Guidance

Hobbies Jazz

Present Employment Teacher, The Baldwin School 20 W 73rd N.Y.C.

Previous Employment Teacher & Student

How did you first hear of CORE? at Antioch College, Yellow Springs, Ohio

Have you attended any NY CORE meetings? No If so, what impressed you most? ________

What impressed you least? ________

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing your status to Associate?

____

What kinds of projects would you suggest for NY CORE? ________

Which projects would you be particularly interested in? ________

Which of the six NY CORE committees do you think you would like to work with? ________

What other organizations do you belong to? A.C.L.U., N.A.A.C.P.

Are you active in them? No

Do you hold any offices? No

What is the best way to contact you during the day or evening: Mail? Yes

Home phone? ________ Work phone? ?

What days or evenings are you free? ________

Favorite forms of recreation? Reading, listening to music, Motion Pictures, talking.

[illegible]

Name BERNICE SELDEN Address 656 WEST 162 ST NY32N

Phone WA3-4197 Age 33 Marital Status DIV. Number of children 1

Education: High School ______ Major ______

College MASTERS DEGREE IN LIBRARY Degrees SCIENCE

Business or Trade Schools ______

Other ______

Present employment LIBRARIAN - HIGH SCHOOL

Previous employment ______

How did you first hear of CORE? GENERAL PUBLICITY

Have you attended any NY CORE meetings? YES If so, what impressed you most? SPIRIT OF INDIVIDUALS What impressed you least? LACK OF FOLLOW UP ON THE PART OF THE CENTRAL OFFICE

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) NOT SURE - PROBABLY ASSOC.

If you are an Active member, are you interested in changing you status to Associate? ______

What kinds of projects would you suggest for NY CORE? ______

Which projects would you be particularly interested in? ______

Which of the six committees do you think you would like to work with? EMPLOYMENT (PROBABLY)

What others organizations do you belong to? LIBRARY PROFESSION TYPE

Are you active with them? NO

Do you hold any office? ______

What is the best way to contact you during the day or evening: Mail? ______

Home phone? EVENINGS Work phone? NO

What days or evenings are you free? MOST

Hobbies and favorite forms of recreation WRITING, FOLK SINGING (CAN ENTERTAIN WITH GUITAR)

Name Beekman C. Black Address 55 Sickles St., New York 40, N. Y.

Phone Lo7-6891 Age 65 Marital Status Married Nmbr. of Children a son, William C.

Education: High School Trenton, N. J. Major Academic.

College Princeton (2 years). Degrees None.

Business or Trades Schools American Institute of Banking (graduate)

Other City College of New York (1 year).

Hobbies Public Speaking.

Present Employment Retired.

Previous Employment Banking since 1920, up to 1960.

How did you first hear of CORE? Mail.

Have you attended any NY CORE meetings? Two. If so, what impressed you most? Methods of work. What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) I consider myself a member [✓ (associate)].

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE? Continue same.

Which projects would you be particularly interested in? Speaking to church groups, if you have any requests.

Which of the six NY CORE committees do you think you would like to work with? I cannot do any work except speaking, as I have heart trouble & atherosclerosis.

What other organizations do you belong to? Community Church, also Rostrum Club (YMCA) and Speakers Club (NYTimes). Are you active in them? Yes.

Do you hold any offices? Past-President of both clubs.

What is the best way to contact you during the day or evening: Mail? I am home most days.

Home phone? Lo7-6891 Work phone?

What days or evenings are you free? I go to hospital for blood tests, etc., about once or twice a week - usually on Thursdays.

Favorite forms of recreation? Reading.

Name Bill Williams Address 230 W 75th Street

Phone TR4-6283 Age 19 Marital Status Single Nmbr. of Children none

Education: High School none Major

College none Degrees

Business or Trades Schools none

Other night school

Hobbies electronics - stamp collecting - old coins - arts

Present Employment Bartender

Previous Employment Real Estate Broker

How did you first hear of CORE? project in State Park in Maryland

Have you attended any NY CORE meetings? yes If so, what impressed you most? all persons What impressed you least? small number of active members

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) active - after Jan

If you are an Active member, are you interested in changing your status to Associate?

no

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with? Membership [illegible] Education

What other organizations do you belong to? Esperanto Assn of N America NAACP - Committee of Hispanic organizations Puerto Rican [illegible] - [illegible] active members Are you active in them? no

Do you hold any offices? no (not this year)

What is the best way to contact you during the day or evening: Mail? mail

Home phone? TR1-6283 Work phone?

What days or evenings are you free? everyday - no evenings [illegible]

Favorite forms of recreation? [illegible]

NEW YORK CORE MEMBERSHIP & COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Susan Whealdon Address 206 E 34 St, 1C NYC 16

Phone — Age 33 Marital Status single Number of children —

Education: High School ✓ Major college prep

College [illegible] + NYSTC Degrees 2 BS's

Business or Trade Schools Pace

Other

Present employment Bookkeeper

Previous employment with FOR with CORE 1952-3

How did you first hear of CORE? FOR 1952 Summer Interracial Workshop participant

Have you attended any NY CORE meetings? one If so, what impressed you least most? don't like parliamentary procedure.

What impressed you not least? An outlet for needed work

If you are not a member of NY CORE, are you interested in Active or [✓ Associate membership]?
(Please specify which one) not at this time will keep it in mind

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE? You are doing many good things already! Would like to submit pix of Negro girl to [illegible] subways.

Which projects would you be particularly interested in? Participate in boycott but think housing more vital to this local.

Which of the six committees do you think you would like to work with?

What other organizations do you belong to? Do volunteer work at ESC

Are you active with them?

Do you hold any office? Young Friends service committee

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? Work phone? Di 4.3490

What days or evenings are you free?

Hobbies and favorite forms of recreation —

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name JEAN WHITENER Address 116-32 167 ST. JA[illegible]

Phone LA5-3527 Age 23 Marital Status SINGLE Nmbr. of Children ____________

Education: High School ANDREW JACKSON Major ACADEMIC

If College CENTRAL STATE (OHIO) Degree A.B. - ENGLISH

Business or Trades Schools ____________

Other ____________

Hobbies ____________

Present Employment SOCIAL INVESTIGATOR (DEP'T OF WELFARE)

Previous Employment ____________

How did you first hear of CORE? THROUGH FRIENDS

Have you attended any NY CORE meetings? YES If so, what impressed you most? THE SINCERITY OF THOSE PRESENT What impressed you least? ____________

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) [✓ ASSOCIATE]

If you are an Active member, are you interested in changing your status to Associate? ____________

What kinds of projects would you suggest for NY CORE? ____________

Which projects would you be particularly interested in? ____________

Which of the six NY CORE committees do you think you would like to work with? HOUSING

What other organizations do you belong to? SDS, A SORORITY Are you active in them? YES

Do you hold any offices? NO

What is the best way to contact you during the day or evening: Mail? EVENING OR MAIL

Home phone? LA 5-3527 Work phone? ____________

What days or evenings are you free? ANY EVENING

Favorite forms of recreation? ACTIVE ACTIVITIES - BOWLING, TENNIS ETC.

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name JOAQUIN JAMES LOPES Address [illegible]

Phone MO-6-3475 Age 22 Marital Status SINGLE No. of Children

Education: High School 4 YEARS Major

College NONE Degree NONE

Business or Trades Schools NONE

Other

Hobbies CHESS, TENNIS

Present Employment NOT PRESENTLY EMPLOYED

Previous Employment ASSISTED FATHER IN PUBLIC RELATIONS VENTURES UNTIL HE JOINED LARGER FIRM

How did you first hear of CORE? THROUGH MRS. FRANKIE J. [illegible]

Have you attended any NY CORE meetings? NO If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ACTIVE

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six NY CORE committees do you think you would like to work with?

MEMBERSHIP COMMITEE

What other organizations do you belong to? YMCA, NAACP YOUTH COUNCIL

Are you active in them? YES

Do you hold any offices? NO

What is the best way to contact you during the day or evenings Mail?

Home phone? Work phone?

What days or evenings are you free? ANY WEEK DAY OR EVENINGS

Favorite form of recreation? ANY FORM OF ATHELTICS, DANCING, OTHER SOCIAL ACTIV

NEW YORK CORE MEMBERSHIP & COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish

Name Robert Atkins Address 454 FORT WASHINGT

Phone WA-3241 Age 16.7 Marital Status Single Number of children 0

Education: High School ✓ Major

College ATTENDING CITY COLLEGE Degrees

Business or Trade Schools

Other

Present employment PART TIME Clerk in Bookstore

Previous employment VARIOUS PART TIME WORK

How did you first hear of CORE? Heard of It on a Picket Line

Have you attended any NY CORE meetings? YES If so, what impressed you most? The occasional action + the excellent (TREASURER) What impressed you least? TALK, TALK, TALK, TALK, TALK, TALK, etc.

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) I wouldn't join no Commie organization

If you are an Active member, are you interested in changing your status to Associate?

NO

What kinds of projects would you suggest for NY CORE? BARBERSHOP, Employment Housing, Education - very important to educate community people

Which projects would you be particularly interested in? The first & the latter.

Which of the six committees do you think you would like to work with?

FINANCE - I have no choice

What other organizations do you belong to? Ethical Culture, City College Core. Are you active with them? Yes

Do you hold any office? Chairman CCNY.-CORE

What is the best way to contact you during the day or evening? Mail? Even

Home phone? ✓ Work phone?

What days or evenings are you free? Some weekday evenings

Hobbies and favorite forms of recreation

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name James Smith Address 275 Central Park

Phone TR4-3774 Age 15 Marital Status —— Nmbr. of Children ——

Education: High School ✓ Major ——

College —— Degrees ——

Business or Trades Schools Performing Arts -

Other ——

Hobbies Show Business, Negro history.

Present Employment ——

Previous Employment ——

How did you first hear of CORE? Through school

Have you attended any NY CORE meetings? ✓ If so, what impressed you most? The Unity, sincerity What impressed you least? Non-attention by

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) active

If you are an Active member, are you interested in changing your status to Associate? No

What kinds of projects would you suggest for NY CORE? Continuation all projects, sit-ins, etc.

Which projects would you be particularly interested in? Same all

Which of the six NY CORE committees do you think you would like to work with? Membership Comm.

What other organizations do you belong to? SCOPE, ADVANCE, NAAC

Are you active in them? YES

Do you hold any offices? YES NUMBEROUS ONES, Sec

What is the best way to contact you during the day or evening: Mail?

Home phone? TR43748 Work phone?

What days or evenings are you free? MON, THUES, FRI.

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Lloyd & Mary McAuley Address 230 W 105

Phone UN 5-3857 Age 30's Marital Status ______ Numb. of Children 3

Education: High School ______ Major ______

College ______ Degrees ______

Business or Trades Schools ______

Other law

Hobbies ______

Present Employment ______

Previous Employment ______

How did you first hear of CORE? ______

Have you attended any NY CORE meetings? several If so, what impressed you most? ______ What impressed you least? ______

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) Active — ?

If you are an Active member, are you interested in changing your status to Associate? ______

What kinds of projects would you suggest for NY CORE? ______

Which projects would you be particularly interested in? ______

Which of the six NY CORE committees do you think you would like to work with? ______

What other organizations do you belong to? Riverside Demo. ______ Are you active in them? yes

Do you hold any offices? ______

What is the best way to contact you during the day or evening: Mail? ______

Home phone? UN5-3857 Work phone? ______

What days or evenings are you free? none really - go to school

Favorite forms of recreation? ______

over

NEW YORK CORE MEMBERSHIP & CANDIDATE QUESTIONNAIRE (leave blank any you don't wish to

Name Emmett W. Bassett Address 99 Hillside Ave, NYC 40

Phone LO 7-5678 Age 37 Marital Status Married Number of children 3

Education: High School ✓ Major

College ✓ Degree Ph.D.

Business or Trade Schools

Other Graduate School - Ohio State Univ.

Present employment Assist Prof. Columbia Univ - College of

Previous employment Physicians & Surgeons 630 W 168th St

How did you first hear of CORE? Received mail from CORE about

Have you attended any NY CORE meetings? yes If so, what impressed you most?

Action of important issues What impressed you least? Not too many people involved in educational program

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Active

If you are an Active member, are you interested in changing you status to Associate?

n

What kinds of projects would you suggest for NY CORE? Housing, Schools and upgrading in employment

Which projects would you be particularly interested in? employment

Which of the six committees do you think you would like to work with?

What other organizations do you belong to? NAACP, Comm. for Equal Rights *

Are you active with them?

Do you hold any office? * Chairman

What is the best way to contact you during the day or evening: call? Telephone

Home phone? LO 7-8678 Work phone? WA 3-2500 - Ext 8072

What days or evenings are you free? Tue & Weekends

Hobbies and favorite forms of recreation Camping, etc.

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Robert J. Howard Address 269 W 73 St., New York 23, NY

Phone SU 7-6134 Age 26 Marital Status Single Number of children None that I know of

Education: High School Atlantic City High School Major General course

College None Degrees

Business or Trade Schools None

Other U.S. Air Force Clerk-typist school and Cryptographers school

Present employment Teletype operator with American Airlines reservations section

Previous employment U.S. Air Force for four years

How did you first hear of CORE? An appeal for funds, signed by Martin Luther King, in the

Have you attended any NY CORE meetings? Yes If so, what impressed you most? The general good behavior and comfortable atmosphere. What impressed you least? The reluctance of most people to volunteer for anything. New people are usually ignored.

If you are not a member of NY CORE, are you interested in [✓ Active] or Associate membership?

(Please specify which one)

If you are an Active member, are you interested in changing you status to Associate? No

What kinds of projects would you suggest for NY CORE. More fund-raising social affairs, particularly so the local treasury will be large enough to donate money to outside causes, such as the Fayette-Haywood counties incidents and the New Orleans situation.

Which projects would you be particularly interested in? Sit-ins and similar action projects. Not in fund-raising activities, social affairs organizing, or personal soliciting.

Which of the six committees do you think you would like to work with? Membership and Housing. (Possibly Employment when I have more time.)

What other organizations do you belong to? Society for Ethical Culture

Are you active with them? Not yet

Do you hold any office? No

What is the best way to contact you during the day or evening? Mail?

Home phone? SU 7-6134 between 8:30 AM and 10:00 AM, weekdays. Work phone? LO 4-8795 between midnight and 8 AM, weeknights.

What days or evenings are you free? Saturdays, Sundays; Tuesday, Thursday and Friday

Hobbies and favorite forms of recreation [illegible], music; theatre; books (wide variety of subjects); parties at which there is a minimum of noise and a maximum of intelligent conversation; any kind of outdoor activity (when I can get away from the city).

[illegible]

Name [illegible]

Phone [illegible] Age [illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Present employment [illegible]

Previous employment [illegible] 122 East [illegible] St

How did you first hear of CORE? [illegible] College (Part [illegible])

Have you attended any NY CORE meetings? Yes If so, what impressed you most? Competitive spirit

What impressed you least? Organization

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) Active

If you are an Active member, are you interested in changing you status to Associate? —

What kinds of projects would you suggest for NY CORE? —

Which projects would you be particularly interested in? Housing And Employment

Which of the six committees do you think you would like to work with? Housing

What other organizations do you belong to? — — Are you active with them? —

Do you hold any office? —

What is the best way to contact you during the day or evening: mail?

Home phone? — Work phone? TW 9-3097

What days or evenings are you free? —

Hobbies and favorite forms of recreation Dancing Photography

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Mrs. Glen (Raymond) Speciale Address 339 West 44th. St. New York 36, N.Y.

Phone PL-7-3248 Age [illegible] Marital Status Yes Nmbr. of Children None

Education: High School Graduated Major

College 1 1/2 yrs. Degrees

Business or Trades Schools Manhattan Dental Assistant's. Sch.

Other N.Y. Business Sch. X-Ray Technician Sch. Kernel Dent. Technology

Hobbies ACTING- SWIMMING- Photography

Present Employment Dental Assistant - Technician

Previous Employment Dental Assistant - X-Ray Technician

How did you first hear of CORE? Friends- Mrs. Livia Seelig

Have you attended any NY CORE meetings? NO If so, what impressed you most?

What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate for the time being.

If you are an Active member, are you interested in changing your status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in? HOUSING - EMPLOYMENT

Which of the six NY CORE committees do you think you would like to work with?

Housing Education or Employment

What other organizations do you belong to? None except a social club.

Social Club- Interacially Married Couples Are you active in them? Yes

Do you hold any offices? Secretary

What is the best way to contact you during the day or evening? Mail? Mail

Home phone? PL-7- 3248 Work phone? UN-4-2993

What days or evenings are you free? Wednesdays and after 6:PM each evenings

Favorite forms of recreation? Swimming

NEW YORK CORE MEMBERSHIP & [illegible] QUESTIONNAIRE (Leave blank any you don't wish to an

Name JOHN DAVIS Address 34-30 113 ST. COR

Phone HA4444 Age 17 Marital Status SINGLE Number of children —

Education: High School ✓ NEWTOWN Major ENGINEERING

College FRESHMAN, QUEENS COLLEGE. Degrees

Business or Trade Schools

Other —

Present employment A+P CASHIER (AFTER SCHOOL, PART TIME)

Previous employment —

How did you first hear of CORE? THROUGH NAACP

Have you attended any NY CORE meetings? YES If so, what impressed you most? THE FREEDOM OF OPINION. What impressed you least?

THE POLITE ARGUMENTS.

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ASSOCIATE.

If you are an Active member, are you interested in changing you status to Associate?

—

What kinds of projects would you suggest for NY CORE? a propaganda campaign in the South itself to win over the white people.

Which projects would you be particularly interested in? —

Which of the six committees do you think you would like to work with? —

What other organizations do you belong to? CORONA YOUTH NAACP.

Are you active with them? NOT LATELY.

Do you hold any office? NO

What is the best way to contact you during the day or evening: Mail? ✓

Home phone? Work phone?

What days or evenings are you free? ONLY SUNDAY.

Hobbies and favorite forms of recreation [illegible]

NEW YORK CORE MEMBERSHIP & ACTIVITY QUESTIONNAIRE (Leave blank any you don't wish to answer)

Name Ramona Deshommes Address 2296 E 15 ST Bklyn

Phone DE-2-4464 Age 20 Marital Status Sep. Number of children 1

Education: High School Graduate Major General Course

College — Degrees —

Business or Trade Schools —

Other

Present employment Housewife

Previous employment

How did you first hear of CORE? Amsterdam News

Have you attended any NY CORE meetings? No If so, what impressed you most? Because, I have been ill For some Time. What impressed you least?

At present I am in good health.

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE?

Which projects would you be particularly interested in?

Which of the six committees do you think you would like to work with?

Housing Committee

What other organizations do you belong to? —

— Are you active with them? —

Do you hold any office? —

What is the best way to contact you during the day or evenings, also

Home phone DE-2-4464 Friend - ES-6-7153 - 9AM-5PM

Which days or evenings are you free? No days - any evening

Hobbies and favorite forms of recreation Boxing - Dancing

NEW YORK CORE MEMBERSHIP COMMITTEE QUESTIONNAIRE (leave blank any you don't wish to answer)

Name Flowers J. Clayton Address 249 FDR Drive - N.Y.(2)

Phone OR.7-6668 Age 45 Marital Status Married Number of children 3

Education: High School Vande-Vyver Major Academic

College Va. Union Univ. ~~Bishop College~~ Degrees B.S. ~~B.A.~~

Business or Trade Schools None

Other Graduate Work (C.C.N.Y.) (New School - Social Research)

Present employment Teacher - J.H.S. #71

Previous employment Bricklayer

How did you first hear of CORE? Through J.G. Johnson

Have you attended any NY CORE meetings? Yes If so, what impressed you most? Feeling of social acceptability What impressed you least? Feeling that "cliques" exists

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) Associate

If you are an Active member, are you interested in changing you status to associate?

None

What kinds of projects would you suggest for NY CORE? None

None

Which projects would you be particularly interested in? None

Which of the six committees do you think you would like to work with? None

What other organizations do you belong to? None

Are you active in them? None

Do you hold any office? None

What is the best way to contact you during the day or evening? Call: At home

Home phone: OR-76668 Work phone: J.H.S. #71 Man.

What days or evenings are you free? None

Hobbies and favorite forms of recreation Reading, music, tennis

Name Wm J. Davenport Address 575 E. 168 St. Bronx

Phone JE7-2017 Age 36 Marital Status still hoping Number of children none adm

Education: High School yes Major scientific

College Drexel 2 yrs Degrees none

Business or Trade Schools Maritime Radio (wartime)

Other

Present employment Looking, but not too hard.

Previous employment Ship radio officer, merchant marine.

How did you first hear of CORE? Friends in Philadelphia in 1946

Have you attended any NY CORE meetings? yes If so, what impressed you most? the waste of time talking What impressed you least? the unused brain power, present and unused.

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one) by your defination, associate.

If you are an Active member, are you interested in changing you status to Associate?

What kinds of projects would you suggest for NY CORE? educational center, or more specifically, a center of C.O.R.E (approved) propaganda. public relations if you wish.

Which projects would you be particularly interested in? Education, Employment.

Which of the six committees do you think you would like to work with? Education, Employment, not for the next several months however.

What other organizations do you belong to? Mason, Elk, Radio amatuer, union.

Are you active with them? varies.

Do you hold any office? not at present.

What is the best way to contact you during the day or evening? Mail? phone and try again

Home phone? JE 7-2017 Work phone? none

What days or evenings are you free? varies just now

Hobbies and favorite forms of recreation Photography, Ham radio

Name MRS. LILLIAN MATE Address 195 WILLOUGHBY AVENUE

Phone ST9-4962 Age 27 Marital Status MARRIED Number of children NONE

Education: High School HUNTER H.S. Major ENGLISH

College HUNTER COLLEGE Degrees

Business or Trade Schools

Other

Present employment AMERICAN CIVIL LIBERTIES UNION

Previous employment ST MARK'S PETS CORP

How did you first hear of CORE? THROUGH MY INTEREST IN WAR RESISTERS LEAGUE

Have you attended any NY CORE meetings? NO If so, what impressed you most? –

– What impressed you least? –

If you are not a member of NY CORE, are you interested in Active or Associate membership?

(Please specify which one) ASSOCIATE

If you are an Active member, are you interested in changing your status to Associate?

– – – –

What kinds of projects would you suggest for NY CORE? HAVE MANY SUGGESTIONS BUT MY KNOWLEDGE OF CORE'S PRESENT ACTIVITY IS TOO INCOMPLETE AT THIS TIME.

Which projects would you be particularly interested in?

I PREFER TO WAIT UNTIL I BECOME MORE FAMILIAR WITH CORE PROGRAM.

Which of the six committees do you think you would like to work with? –

What other organizations do you belong to? NAACP ACLU

Are you active with them? YES

Do you hold any office? Membership Assistant in ACLU

What is the best way to contact you during the day or evening: Mail? At – Office

Home phone? ST 9-4962 Work phone? OR 5-5990 X. 4

What days or evenings are you free? WEDNESDAY

bbies and favorite forms of recreation SPORTS — CHESS — TENNIS — MODERN DANCE

Name Eugene Glaberman Address 184 Clinton Street, B'klyn. 1, N.Y.

Phone JA-2-1518 Age 31 Marital Status M Nmbr. of Children 0

Education: High School S.J. Tilden Major Art

College Brooklyn Degrees BA in Design

Business or Trades Schools none

Other Pratt Institute

Hobbies Reading (when I have the time)

Present Employment Art Director, Loewy Stempel Zabin Advtg., 95 Madison Ave. NY

Previous Employment

How did you first hear of CORE? From a Core member at Brooklyn College

Have you attended any NY CORE meetings? yes If so, what impressed you most? Core's methods and program What impressed you least?

If you are not a member of NY CORE, are you interested in Active or Associate membership? (Please specify which one)

If you are an Active member, are you interested in changing your status to [✓ Associate]? yes

What kinds of projects would you suggest for NY CORE? The uniting of the various elements and wings of the Civil Rights Movement.

Which projects would you be particularly interested in? Woolworth, above, and membership

Which of the six NY CORE committees do you think you would like to work with? Membership

What other organizations do you belong to? Socialist Party, ACLU, Workers Defense League, League for Mutual Aid, s Are you active in them? only in the SP

Do you hold any offices? yes

What is the best way to contact you during the day or evening: Mail?

Home phone? JA 2-1518 Work phone? MU 9-2676

What days or evenings are you free? I have very little free time now.

Favorite forms of recreation? bicycling, cinema, reading

NEGRO SALESMEN IN THE FIELD OF COSMETICS

Twenty-four years as saleswoman in the field of cosmetics in Tennessee and in New York, I have found very few Negro sales people. I have been a part-time worker, never at any time making a living from this vocation.

I have had one daughter, two sons, 2 nephews, three grandchildren, and many others to enter the field as salespeople, but none could ma ke a living (some even working full time), so they all were compelled to quit in favor of more lucrative vocations.

Nu-Nile, made by Peerless Products Company, Jersey City, N. J., is a nationally and internationally sold product, but it is distributed very largely by white salesmen, both wholesale and retail. This, I feel, is due to the failure of many stores that do not patronize the colored salesman, or even carry the several items that are made by this particular company, which happens to be Negro.

Safeway, Daitch, and many other markets, carry related products made by white companies, but, they don't give the Negro salesperson any consideration.

Woolworth, Kress, Grants, and some of the other variety stores do not stock products made by Negro producers of cosmetics, especially hair preparations, which is a lucrative business, rating second to Life Insurance, the number one Negro business.

Most of the hair preparation companies tnat/were once owned by Negroes, such as Madam C. J. Walker, Apex, Murray's, and many others, are now owned by whites. This is largely due to the lack of Negro salespeople in the field, and/or to the plight of Negro businesses not being able to operate as major stores that would patronize the Negro salesman.

Variety stores are leaders in selling such items as hair preparations, but, none of the big chains is owned by Negroes. Hence, the white man can control this comodity in whatever way he chooses, and he can patronize such companies and salespeople as he sees fit.

In my twenty-four years of selling, no place in the U. S. A. have I had storekeepers to walk to the back and say that they are not interested in stocking my merchandise except in New York. I have never seen such a Ghetto with such arrogant white merchants as exists in Harlem. In Atlanta, Georgia's Ghetto, if a white salesman comes into "The Section," everything stops to see what is wrong (Atlanta being the only city in the U. S. A. with a Negro daily newspaper). So, what's wrong in Harlem?

NEW YORK CORE feels that many actions have been taken or have been omitted which tend to permit excessive power to pass into the hands of a small group. We offer the following:

As late as eight days before the Convention, no agendas had been mailed out.

This year"s Convention was set by last year's Convention to re-write the Constitution, but no drafts of the re-write have been sent to the groups or, for that matter, discussed in the National Action Committee.

The 1960 Convention voted to reduce the proportion of staff votes in the National Action Committee. The Council increased the number of staff votes - where not more than three could vote before, as many as five can now vote.

The local groups were not in a position to discuss the actions of the February Council as minutes were not mailed prior to the Convention.

The local groups do not have any information on the meetings of the National Action Committee. No minutes of this committee have been mailed to the affiliated groups since last September.

There was no way for the groups to know anything about the details of the resignation of Joseph Perkins and the strong dissatisfactions of the minority in the National Action Committee with the way that Carey had handled Perkins.

There is an inexcusable absence of participation in this Convention of southern-based organizations which have cooperated with CORE on action projects.

The delegates to this Convention MUST re-establish control of the National Organization by its active members through its affiliated locals. It MUST devise a Constitution that will prevent control in the future by any small group.

CORE cannot realize its full potential for transforming race hate to a good feeling about integration -- unless it develops within itself democratic procedures so that it is open to new ideas, new projects, new approaches.

SOME SPECIFIC RECOMMENDATIONS:

No term of office, including terms on the National Action Committee should be for more than one year. This will make the NAC more responsive to the will of the affiliated groups.

Appointees to the NAC should be restricted to those active in local affiliated CORE groups.

No one in the immediate family of national officers and staff members should be eligible for an elective or appointive position.

Minutes of NAC should be mailed promptly. At present, not only do the groups receive no minutes: action committee members themselves receive none.

All matters of Personnel and Policy MUST be handled by the NAC between Councils and Conventions.

Let's make sure that control rests with the active members.

NEW YORK CORE

The crucial question that must come before the 1961 Convention is what steps should be taken to insure democracy within National CORE.

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NEW YORK CORE

[illegible]

la NY [illegible] 3 [illegible]

DB [illegible] NAC

[illegible] 6. [illegible]

[illegible] (vote 41-27)

[illegible]

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Wal delegate [illegible]

[illegible] rep. [illegible] – **New York**

[illegible] NAC

9/60

E. Rich

1. telegram [illegible]
2. Joe Perkins

Franklin

[illegible]

not committed to delegation

Henry Hodge [illegible] 6 C.P.

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②

Wesley

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[illegible] sent rumors [illegible]

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- anti-C.P. plans [illegible]
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[illegible] n. NAC

2. [illegible] + [illegible] stagger

department of social justice

national council of the churches of christ in the u.s.a.

475 riverside drive, new york, n. y. 10027 telephone: 870-2438

arthur s. flemming, president r. h. edwin espy, general secretary

rev. charles s. spivey, jr.
executive director

November 12, 1968

RECEIVED
NOV 14 1968
SEDF

Mr. Marvin Rich, Executive Director
Scholarship Education and Defense Fund
for Racial Equality, Inc.
164 Madison Avenue
New York, N.Y. 10016

Dear Mr. Rich:

Thank you very much for your letter of November 6 and the concern which you express regarding the involvement of local churches in the New York public school situation. I have taken the liberty of sending a copy of your letter to the Protestant Council in the hope that through their good offices your concern might reach the local congregations which are participating in their program.

The reluctance of churches and church people to involve themselves directly in the attempt to resolve or ameliorate the conditions created by the teachers' strike is difficult to explain, especially in view of the high-sounding resolution which have been passed and approved by so many. Far too many protestants seem to prefer the safety and security of silence helps to reinforce the deterioration of conditions which will affect the entire city.

Thank you for your letter and for the concern which you share.

Sincerely,

Charles S. Spivey Jr

Charles S. Spivey, Jr.

CSS:vmh

rev. david ramage, jr., chairman • rev. elizabeth miller, vice chairman
a unit of the division of christian life and mission

November 6, 1968

Charles S. Spivey, Jr.
Executive Director
National Council of the Churches of Christ
Department of Social Justice
475 Riverside Drive
New York, N.Y. 10027

Dear Mr. Spivey:

I want to share with you my concern about the role of the churches of New York in the continuing teachers strike. Sometime ago the National Council of Churches expressed its support for the Oceanhill-Brownsville Governing Board and for the concept of decentralization.

However, many of the churches of New York have offered their facilities to establish interim schools in areas where public schools are open and functioning. In so doing, I believe, individual churches and their pastors have in fact taken a position in support of the teachers union and its efforts to cripple decentralization in New York City. I do not question, of course, the use of these facilities in areas where public schools are not open.

Further, in many cases where the schools are open and functioning, they could be improved with the assistance of the churches. Help could be provided in performing clerical and administrative services, in communicating with parents and students and in expressing support for the efforts of those teachers and administrators who are valiantly trying to keep the schools functioning.

I realize that this is not your direct concern and responsibility, but I hope that you will share this letter with the appropriate New York City people.

Thanks so much.

Sincerely,

Marvin Rich
Executive Director

UNITED Federation of Teachers
LOCAL 2 · AMERICAN FEDERATION OF TEACHERS, AFL-CIO
Affiliated with New York State AFL-CIO, New York City Central Labor Council,
Empire State Federation of Teachers

260 Park Avenue South
New York, N. Y. 10010
SPring 7-7500

RECEIVED
DEC 12 1968
SEDFI

December 11, 1968

Dear Friend:

We are sure that you were very glad, as indeed we are, to see a settlement of the recent school dispute.

Unfortunately, despite the settlement, which we believe was a fair one, the schools continue to be in a state of crisis. The recent threat to the principal of P.S. 93, Brooklyn, is one example, and the situation at P.S. 39, Manhattan, is another. There, nine teachers, the only ones who participated in the U.F.T. stoppage, are being harassed and intimidated, after having followed the direct orders of the deputy superintendent of schools with regard to make-up time.

We feel quite sure that the incident at P.S. 39 is clearly a reprisal against these teachers for their union activity. Nevertheless, the U.F.T., as you are no doubt aware, has tried to react with great restraint. Above all, we want to avoid being forced to take strike action in order to protect teachers' rights.

For that reason we are inviting you and a number of other selected people (not all of whom were in agreement with the union during the last stoppage) to discuss with us some of the increasing problems facing the city's schools. We would like the benefit of your advice, especially in finding avenues for resolving conflict and ways in which to avert future crises such as the one which occurred as a result of the Ocean Hill-Brownsville controversy.

The meeting will be held on Tuesday, December 17th in the Park Suite at the Gramercy Park Hotel (East 21st Street and Gramercy Park North) at 4 P.M. I hope to see you there.

Sincerely,

Albert Shanker
ALBERT SHANKER
President

File
Cohen

THE URBAN INSTITUTE
1900 L Street, N.W.
Washington, D.C. 20036

July 10, 1969

(202) 223-1950

The Editor
COMMENTARY
165 E. 56th Street
New York City, N.Y. 10022

Dear Sir:

Dr. David Cohen, in his article entitled "The Price of Community Control," is guilty of the same error he attributes to those who have dismissed integration and/or compensatory education for having failed to raise the level of educational achievement of pupils in ghetto schools. Cohen has correctly pointed out that since most communities have never attempted to integrate their schools, it cannot be said that integration has failed as an approach. Similarly, compensatory education has never really been instituted in the majority of communities. Most programs called "compensatory education" have been too dilute to have any impact on educational achievement and, for the most part, have not even begun to compensate for the existing differences between black and white schools.

Cohen then turns to the more recent educational concept of community control and, on the basis both of his analysis of data in the Coleman Report and on the recent New York experience, dismisses the notion of community control as an approach to educational achievement.

An analysis of the Coleman data, according to Cohen, "fails to reveal any association between the level of parental participation and achievement", but Cohen has neglected to provide us with his definition of "parental participation." It is apparent that most advocates of community control mean by "parental participation" something quite different than PTA attendance, the indicator the Coleman Report uses.

In Two Bridges (one of the three experimental districts in New York--the other two being I.S. 201 and Ocean Hill-Brownsville), for example, the poor (black and Puerto Rican, and some lower class Chinese) are excluded from the Parent Associations, which are controlled by an alliance of the middle class whites and Chinese, not only because they are made to feel unwelcome, but because dues are required for voting membership. In many schools, the administrators manipulate the Parent Associations for their own purposes. Moreover, many lower class parents, concerned and anxious to "participate," nevertheless dismiss the PTA as a middle class institution engaged in such "educational" matters as cake sales, etc. (The distrust of the traditional PTAs by poor and black parents is particularly relevant since the sample selected for the Coleman Report intentionally included a far higher proportion of nonwhites than would a representative sample of schools.)

Meaningful parental involvement in the ghetto child's education may therefore mean parental representatives on the local school board who not only have policy-making power but also are able to keep open the lines of communication with the parents they represent; it may mean a program using community liaison workers who can bridge the gap between school and parent; it may mean the creative educational use of para-professionals drawn from the community; it may mean merely increased contact between the individual parent and his child's teachers, and a lessening of the feeling of alienation between parent and school. Ocean Hill-Brownsville has employed all of these strategies, at the direction of parents both in the community at large and on the governing board. It is safe to say that none of these strategies could or would have been attempted had Ocean Hill remained within the existing system. Whatever meaningful participation by ghetto parents may mean, it clearly does not mean membership in the PTA. What we need are new strategies of parental involvement, and new definitions and measures of parent participation. Until these are developed, tried, and evaluated, however, parent participation as a mechanism for affecting pupil achievement cannot be dismissed.

One additional point as far as the Coleman Report data are concerned: since such a large proportion of the big cities did not respond to the survey, one should note that conclusions based on the Coleman data may not be relevant to the larger cities where community control may be most important.

Having dismissed parental participation as unrelated to educational achievement, Cohen next dismisses the notion that eliminating racist teachers would have any impact on achievement, on the ground that achievement differences are solely related to factors having to do with social class. Admittedly, as Alan Campbell, Dean of the Maxwell Graduate School, has pointed out, the bulk of existing research shows that "the single best predictor of student performance is the socio-economic characteristics of the student's family." But should not the educational system as an institution of this society be responsible for taking account of the child who is educationally disadvantaged when he first enters the public school, and make efforts to remedy the situation? Cohen states that the differences

URBAN INSTITUTE

WASHINGTON, D. C.

MEMORANDUM

TO: David Cohen

FROM: Betsy Levin

DATE: July 10, 1969

SUBJECT: Your article in COMMENTARY

Thanks for sending me an advance copy of your article. Bill Gorham had already given me his and I was busy picking it apart.

I'm enclosing a copy of a letter I'm sending to COMMENTARY in response to your article. I found it very difficult to write, because I agree with much of what you said. My main point is merely that I believe you have dismissed, on the basis of rather insubstantial or inappropriate evidence, the concept of community control as a basis for improving educational performance. (Deep down, I think you'll probably be right in the end, but the scientist in me-- I was a geologist before I was a lawyer-- won't let me conclude that on the evidence to date.)

Anyway, in the course of answering your article, I jotted down some comments on what I think are some misleading statements in your article.+I thought you might like a copy.

At one point in your article you state that "all of the research of the last 4 decades points to the conclusion that differences in nutrition, general health, and access to intellectual and cognative stimulation-- which, of course, vary widely by social and economic status, and therefore by race-- are the chief environmental determinants of children's intellectual performance." The true community or communal school should seek to serve these needs as well as the more direct "educational" needs, since they clearly do have an impact on the ability to achieve educationally. The New York City School system has considered that this is not a part of its job. The governing board and unit administrator of I.S. 201, however, have begun a health program which has already uncovered upward of 30% more visual and hearing defects than had previously been diagnosed through the testing services provided by the Board of Education. Prior to the initiation of this program, the unit administrator was advised that such a program would be a waste of time, as the school system had provided adequate diagnostic services. (But no follow up such as the I.S. 201 program includes.) Some children have managed to get as far as the 8th grade with serious, previously undetected, defects. While one could argue that the existing school system could have introduced a comprehensive diagnostic and follow-up system, the fact remains that it did not.

Similarly, a number of schools in both Ocean Hill and I.S. 201 have instituted nutrition courses for adults, and have established free breakfast programs as well as free lunches for the children. (In most cases, the principal refuses to require parents to sign the demeaning statement of need.) As a further indication that a "community" school can be more responsive to the particular environment in which the school is located, it is of interest to note the type of questions that the I.S. 201 members of the governing board have asked of prospective teacher-applicants during the interview. They are asked to give their reactions to the circumstance of a consistently sleepy child in class, or of very young children "experimenting" with sex in imitation ofadults they see in overcrowded

contd.

living conditions. (A parent member of the governing board noted that the normal reaction of most middle class teachers is one of horror; they think that such a child is "dirty" and simply recoil from the whole situation rather than try to understand it or deal with it in terms other than suspension of the child.)

You say that "the major pressures for decentralization and community control now have less to do with the failure of educational strategies than with the failure of... the politics of common interest." You go on to say that for some blacks and whites "the notion that only parents and community residents are legitimately empowered to operate schools rests on *what is taken to be* the objective inadequacy of those in authority. ... This assertion has led *effortlessly* to the idea that the established agencies lack the special confidence upon which most educational authority is assumed to rest." I take exception to the implied tone of these underlined words. You *must* know that the demand for community control was an outgrowth of the system's repeated failures to deliver and the history of broken promises made to the Harlem community concerning I.S. 201, which was to open in September of 1966. The parents had expressed their concern by demanding integrated schools for their children. After a period of years, the community activists and parents finally realized that the School Board did not intend to deliver, and had been devious and duplicitous in its dealings with the parents throughout. Community control was turned to only after they found that "integration" was unattainable. Their arguments were, and still are, that the system had failed their children completely, and that it was no longer even a holding operation. They contend that they have given the existing school system every chance; now it is their turn and they cannot believe that they could do worse.

Most parents, when queried, reveal that their principal concern is with the fact that their children are reading far below minimum competence; they do not talk in terms of achieving "political consensus." The "established agencies" have proven themselves incompetent to educate ghetto children, and Ocean Hill's use of para-professionals gives indication that those without the "requisite qualifications" can do a creditable job of teaching or assisting in teaching.

I think you are quite unfair in stating that in selecting school personnel, Ocean Hill sought to "substitute what amounts to a test of political loyalty for a series of universalistic 'professional' standards." Ocean Hill did not expel teachers who did not agree with their political views, but they did attempt to get rid of those teachers and supervisors who appeared to be undermining the beginnings of their experiment. On top of what appeared to them to be outright sabotage on the part of the Board of Education, efforts by *certain* teachers seemed to threaten the very existence of the experiment. The Ocean Hill governing board had been given only the vaguest of mandates, despite repeated attempts to get the Board of Education to clarify guidelines and define the scope of its authority. They did not have control of their budget, of selection and employment of personnel, of building maintenance, and of supplies. The governing board, though elected, could be suspended at will (and was for nearly an entire school year) by the City Board, as was the unit administrator (for a lesser period of time). And when suspension was lifted, the State Trusteeship continued to be imposed. Many observers have felt that the efforts of the Ocean Hill governing board to remove some of the teachers from their classrooms was not so much an attempt to "apply a test of political consensus" to teachers as it was an attempt to clarify the limits of their power and authority after a prolonged period of friction and frustration brought about by the refusal of the City Board to take any action or even respond to repeated requests for official recognition, approval of new principals, getting staff on the payroll, etc. (A perusal of the governing board minutes from January 1968 to May makes this painfully clear.)

Reviewing the events of the past two years in New York, one could hardly say that Ocean Hill or the other two districts ever attained anything remotely resembling "community control." It is hardly fair, therefore, to resort to the New York experience for evidence as to what "community control" will mean.

I also disagree with your statement that schools have been among "the most liberal institutions" and that they are "typically populated by whites who are noticeably more liberal than the average." I think that if New York revealed anything, it revealed that many of the New York (I can't make this statement about any other city since I don't know enough about them) teachers were bigots. Any number of observers have stated that when McCoy was brought in as Unit Administrator, or a black principal was installed in a school, the response of many teachers was that they would not work for a black man. When you say that the schools were "even sympathetic to the situation which produced the movement for black control," I hope you are not referring to the Superintendent of New York and the rest of 110 Livingston Street. I would hardly term them "sympathetic!"

You also have stated that community control offers the easy way out. You say "it offers concrete gains long overdue-- jobs and promotions to administrative and supervisory positions, without the accompanying discomfort of venturing into foreign schools and neighborhoods-- under the ideological aegis of assisting in the development of one's own community" This overlooks the fact that these gains were not possible at all in New York before. The first black male principal, in a system where the majority of students are minority group members, was hired by Ocean Hill in 1967. (Philadelphia has at least 25 to 30 black male principals.) And to refute your notion that Ocean Hill was "racist", you should know that of the new principals appointed by Ocean Hill, 3 are black, 1 was the first Chinese American principal appointed in the New York City school system, and 1 was the first Puerto Rican principal to be appointed in the New York City school system. In addition, one Jewish and one Italian principal were appointed. Later, when the Jewish principal left, he was replaced by another Italian. You also say that the "coming-of-age of the black professional class.. may turn out in the end to be the most important element in the battle of the schools." I agree that this is extremely important, but I think that parent involvement and the lessening of the feeling of alienation between parent and school are equally important.

You comment that "diversity and excellence in schools are qualities not likely to appear unless a premium is put upon them. Creating such diversity would entail the recruitment of new people to education." The creation of the Ocean Hill District has given the schools and their principals more flexibility, so that the more creative principals who were hired could have a chance to institute their programs and ideas. By and large, the principals that I talked to were considerably more imaginative and creative than the existing system turns up. Moreover, new people were recruited to education-- as evidenced by the large number of teachers who were not products of New York City Schools of Education. (Of course, one could say the recruiting factor is the Vietnamese war, but I do not think that this is completely true. I met some young 4 F's.) Percy Jenkins, principal of I.S. 55, says that the background of the new teachers recruited by Ocean Hill differ markedly from new teachers in the past. He says they are idealistic, intelligent, and come with a liberal arts background, and are not the "Brooklyn College type," which to Jenkins represents the extreme of parochialism.

Finally, doesn't the drive for community control hold out the possibility of the mobilization and organization of parents, hitherto apathetic and unorganized, into a potent pressure group for more resources ? Community control is an attempt to organize its own

contd.

constituency which will then be in a position to make such demands.

I hope to have a better perspective after I talk to more people in Philadelphia and to people here in D.C. connected with Anacostia. I will try to keep you informed as to what I turn up.

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

Evelina Antonetty
Executive Director

SUMMARY AND ANALYSIS OF SCHOOL DECENTRALIZATION BILL

as passed April 30, 1969
by the New York State Legislature

CONTENTS OF THIS SUMMARY AND ANALYSIS

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"The Masters have given the local colonies three clear powers. We are given the power to be in charge of the cafeterias, the recreational centers and student discipline. That is all they think we can do. We are to feed the children, teach them to play and sing and dance, and then spank them when they don't behave. How much longer will we do what they tell us to do? "

--Evelina Antonetty

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

Evelina Antonetty,
Executive Director

SUMMARY AND ANALYSIS OF SCHOOL DECENTRALIZATION BILL PASSED APRIL 30, 1969 by N.Y. State Legislature

MAJOR POINTS:

1. The method of selecting the City Wide Board of Education ensures that the Black and Puerto Rican population will not be fairly represented.

2. The method of setting up the districts guarantees the destruction of the three demonstration districts, which were hopeful beacons for the entire city. Furthermore, all districts will be much too large, making it very difficult for parents to become involved significantly.

3. The Election Procedure to choose the Community Board members is so highly technical, complicated, and rigidly structured that parents will undoubtedly be frightened away in droves. It is a process totally foreign to us, and will almost automatically encourage the takeover of these community boards by non-parents, and groups with city wide power and money.

4. The Personnel powers given to local boards are non-existent. Since the Central Board will retain the Board of Examiners, and since the Central Board will negotiate the collective bargaining agreements, and since rules under which any staff member may be transferred or dismissed are so highly and tightly structured, local boards will not have a chance to experiment or attempt to solve staff problems.

5. Fiscal Control remains completely in the hands of Central Authorities. The formulae by which the money will be distributed will be determined unilaterally, by and large, and there is no guarantee that it will be equitably distributed among the districts. There is no ceiling on the amount of money which can be kept for the central operation; all budget modifications, by and large, must be approved centrally. Even monies from state, federal and foundation sources must now, for the first time, be channelled through the central board.

6. Curriculum and Textbooks will still be under the control of the Central Chancellor. After School Centers and the Lunch Program will be local operations, although there is no guarantee of funds for them. Transportation and supplies still appear to be central functions.

7. Construction will remain completely a central power. The Central Board will retain total control of the custodial operation, and most of the repair and maintenance operation. 7% of the Plant Operation funds, or a quarter of a million per district, will be given each community board for repairs, under central regulations.

8. The Central Board will retain control of the High Schools. Five high schools may be delegated to the City University to run, but without any guarantee of student or community participation or control.

IN SUMMARY: This bill represents a large step BACKWARD. It is considerably less than what we have now. As the demonstration districts are destroyed, as the few representatives we have on the Central Board of Education are taken away, and as more and more rules and regulations are imposed, this bill is clearly a victory for the UFT and the CSA and the forces against any educational change!

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

SUMMARY OF SCHOOL DECENTRALIZATION BILL, PASSED APRIL 30, 1969

TIME - TABLE

May 20, 1969	Current Board of Education goes out of office Interim City Board, consisting of five members, one appointed by each boro president, takes office (Their terms expire June 30, 1970)
"As soon as Practicable"	New City Chancellor appointed by Interim Board (Supt of School's Donovan has resigned effective June, 1969) Chancellor's first term:appx 18 months.
Nov. 17, 1969	Tentative District Boundaries made public by Interim Board; this plan will also state how many members are proposed for each community board
Dec 1-12, 1969	Hearings on this plan
Dec. 22, 1969	Final Decision on boundaries adopted and made public
Jan 2-16, 1970	Voter Registration in communities (except Sundays)
Jan. 18, 1970	Final date for nominating petitions for comm. boards
Jan. 27, 1970	Elections for Community Board members
Feb. 16, 1970	New Community Boards take office. (Their first term expires June 30, 1973)
May 4, 1970	City Wide Election for City Board of Education
June 1,1970	Mayor appoints two additional members to City Board
July 1,1970	Interim City Board of Education goes out of office Elected City Board (plus two appointed members) take office. (Their term expires June 30, 1973)

COMPOSITION AND ELECTION PROCEDURES FOR CITY BOARD OF EDUCATION

1. Current Board of Education goes out of office May 20, 1969

2. Interim Board of Education composed of 5 members, one to be appointed by each borough president, to take office May 20. They will be paid a salary to be fixed by local law. Any residency requirement has been left out (possibly by mistake.) They shall appoint a chancellor "as soon as practicable"

3. In May, 1970, there will be a city-wide election; with one member to be chosen by the voters from each borough. Two additional members shall be appointed by the Mayor. These 7 members will take office July 1, 1970 and their terms shall expire June 30, 1973. Thereafter, they shall serve four year terms. They shall be paid a salary fixed by local law. Any vacancy which occurs between elections shall be filled by the appropriate borough president. This is the only point the law specifies that the candidate must be a boro resident. Elections shall be conducted by Board of Elections. They will take place first Tuesday in May. In order to be nominated to run for the city board, you must gather 1000 signatures from qualified voters. There may be NO political or organizational affiliations on these petitions. Terms are not staggered. All five members ' terms expire the same time.

COMMENT BY UNITED BRONX PARENTS

This procedure practically guarantees that Black and Puerto Rican children will not be fairly represented on the city Board of Education, and, in fact, neither will parents of public school students. Qualified voters will include all registered voters, and these far out-number parents of pupils in the public schools:

BOROUGH	TOTAL NUMBER OF REGISTERED VOTERS AS OF 1967	TOTAL NUMBER OF PUBLIC SCHOOL STUDENTS - 1967-68-
MANHATTAN	594,667	177,364
BRONX	508,248	225,445
BROOKLYN	939,208	409,579
QUEENS	830,402	254,231
STATEN ISLAND	100,299	43,045

Thus, not only will the voters in general be unfairly represented (for Staten Island and Brooklyn will both each have one representative, which is a denial of the right to one man- one vote, but also the parents of Black and Puerto Rican children (52.2% of the total school enrollment) will certainly not be guaranteed fair representation by this method.

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

SUMMARY OF SCHOOL DECENTRALI
BILL, PASSED APRIL 30, 1969

DISTRICT LINES

1. The Interim City Board will publish a tentative plan for district boundaries by November 17, 1969. They will hold hearings on this plan between Dec. 1 and Dec. 12, 1969. The final plan will be adopted and made public by Dec. 22, 1969.

2. Criteria for district lines:

   a. No district may have less than 20,000 pupils in Average Daily Attendance.

   b. District Boundaries may not cross borough lines

   c. There may not be less than 30 nor more than 33 districts

   d. Districts should be geographically contiguous

   e. Districts should reflect a heterogeneous pupil population

3. The City Board may thereafter alter district lines once every two years. It must hold a public hearing on any proposed modification of district lines between 3 to 6 months before the modification goes into effect.

COMMENT BY UNITED BRONX PARENTS

1. Every current district in the city has a greater enrollment in its elementary and junior high schools than 20,000 pupils, except the three demonstration districts, and districts 1, 2, and 3 in Manhattan. (The Average Daily Attendance runs about 10 - 20% below the enrollment figures, depending on the district) Thus, this stipulations means the destruction of the three demonstration districts.

2. The criteria which states that the districts must be as heterogeneous as possible will strongly influence the new city board against designing districts in which Black and Puerto Rican parents could have voting majorities. It certainly will mean the end to the Harlem School District.

3. The entire process is an undemocratic one. The designing of district lines should be a job taken on by the communities, via town meetings, joint discussions, etc. Too often the superimposed district lines sent down by central headquarters have spelled the ruination of community life.

4. The districts will be far too large. The demonstration districts proved that parents can participate effectively in the educational lives of their children when the school district is small and manageable. This will mean that large districts will be easily controled by the UFT and other city wide powerful institutions. Parents will not be able to cope with districts of this size.

ELECTIONS OF COMMUNITY BOARD MEMBERS

1. The current local school boards will remain in office until February 16, 1970.

2. The procddure for electing the first elected community boards is as follows:

** The City Wide Board will decide how many members each community board will have. The law says that there may be no less than 7 and no more than 15 members on each community board. The City Board will announce this as part of their proposals for district boundaries. The final decision will be made by Dec 22,1969.

** Jan 2 - Jan 16, 1970: The Interim Board of Education will conduct voter registration in the communities every day but Sundays.

** Every person who wishes to be a candidate for a community board must submit a nominating petition no later than Jan. 18, 1970, containing no less than 300 signatures of registered voters. No elector may sign more than one such petition. Each candidate must have an individual petition; they may not run as a group, as a slate, or with political or organizational affiliations.

** The elections will take place on the fourth Tuesday in January, which is Jan. 27, 1970. (Thereafter they will take place the first Tuesday in May, beginning May, 1973). Elections will be conducted by the Board of Elections. There will be paper ballots. There are 8 pages of instructions in the bill explaining in detail how the proportional representation will work.

** The elected Boards will take office February 16, 1970 . Normally they will serve for two year terms, but this first time they will serve through June, 1973. They will not be salaried. Future elections for community boards will take place the first Tuesday in May, at the same time as elections for the City Board.

3. The Procedure for removing these elected local boards is as follows:

** If, in the judgment of the chancellor, any community board fails to comply with any rules or directives, etc., he may appoint a trustee to supersede that board; or he may suspend or remove that community board or any member(s) thereof.

** The community board may appeal such suspension to the city board.

** If the city board upholds the suspension, it may also appeal to the State Education Commissioner.

4. Any vacancies which might occur between elections because a member dies or resigns, may be filled by the other members of the community board.

UNITED BRONX PARENTS COMMENTS

1. The entire procedure is highly complicated. There is almost no possibility that parents in the poorest, least educated, most oppressed sections of the city will be able to take advantage of such a technical, cumbersome, legalistic procedure. As one example, if a parent may vote for 8 local board members, and if she checks eight names on the ballot, but fails to indicate them by numbering her choice in numerical order, her entire ballot is declared invalid and thrown out.

2. The triple procedure of registering, nominating and voting are all unnecessarily difficult. For example, if each voter may vote for 7 or more local community board members, why is there a restriction that no elector may sign more than one nominating petition?

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

QUALIFICATIONS FOR VOTERS TO VOTE IN COMMUNITY BOARD ELECTIONS

1. Every registered voter may vote
2. Every parent who has a child in a school under the community board's jurisdiction, who is a citizen of the state, a resident of New York City for 90 days, and at least 21 years old.
3. No person may vote in more than one community board election.

QUALIFICATIONS TO SERVE AS A MEMBER OF THE COMMUNITY BOARD

1. Any registered voter
2. Any parent who has a child in a school under the community board's jurisdiction, who is a citizen of the state, a resident of New York City for 90 days, and at least 21 years old.
3. No person may serve on more than one board.
4. No person may be employed by the community school district if he is a member of that community school board.

COMMENTS BY UNITED BRONX PARENTS

1. We are not sure what a "citizen of the state" means.

2. We do not know why a parent who has children attending two different schools in two different community districts can not be permitted to vote in both elections.

3. We believe that the registered voters will far outweigh the parents, and make their vote meaningless anyway.

4. We are opposed to the 21 year old age limit. We believe that our high school students are of an age where their participating in both voting processes and in membership in the community boards is of the utmost urgency, and we think this age restriction is wrong. Furthermore, we have many parents, especially in the Puerto Rican community, who have Head Start and kindergarten age children, and who are under 21. This age clause discriminates against them.

NOTE: It is not clear if those who are eligible to vote in Community Board elections are also going to be eligible to vote in City Board of Education elections. Since any parent over 21 years of age may also register and vote in a regular election, we are not clear why they have made such a big deal of parents and registered voters. It does not fool us.

UNITED BRONX PARENTS
791 Prospect Avenue
Bronx, New York
842-1484

PERSONNEL POWERS

1. The Community Board will be able to hire a community superintendent from a list of candidates qualified by the Chancellor of Schools.

2. The City Board will negotiate the personnel contracts, set salary scales and working conditions, and establish a formal procedure to consult community boards in the collective bargaining process.

3. The Board of Examiners will be retained.

** Examinations for all teachers shall be open and competitive.

** Examinations for all supervisors shall be open and qualifying.

** The Board of Examiners will establish a list and an exam for any class of positions where the existing list is almost exhausted.

** The Chancellor shall appoint and assign all teachers and supervisors for programs under the jurisdiction of the city Board.

** The Chancellor shall appoint all teachers to the districts, insofar as practicable honoring the requests for specific persons by a community board. The Community Board will then assign these teachers to the various schools in the district.

** The community board shall appoint and assign all supervisors from persons on qualifying eligible lists.

> Current Elementary principals list must be used by by April 1, 1970. This remains a competitive list. [illegible] are still on it.
>
> No appointments may be made from any new list until old lists are completely exhausted.
>
> The current Elementary Assistant Principals list, which was a competitive list, will now become a qualifying list, and will be extended to Dec 31, 1973. (Was to expire in Dec. 1969)

4. Any person hired from one community district into another community district brings whatever probationary and or tenure credit he had earned in the former district with him to his new job.

5. A reading examination will be prepared and administered to all pupils by the Chancellor during April or May. Prior to October first of every year, each school shall be randked in order of the percentage of pupils reading at or above grade level, as determined by this exam. If the ranking of a school under the jurisdiction of a community district falls in the lower 45% (40% the first year) of all such schools, the community board may appoint teachers to such school who have passeed the National Teachers Exam or a special qualifying exam of the Board of Examiners.

6. No person with tenure may be removed without a hearing by a trial examiner approved by the City Board, with subsequent appeal provisions to the City Board, to Arbitration, to the State Educ Commissioner & to the Courts. In addition, community boards may not transfer personnel among the schools in the district, except under very strict regulations.

UNITED BRONX PARENTS COMMENTS: Keeping the Board of Examiners and Giving the City Board the powers to negotiate all contracts nullifies any chance of reasonable personnel powers coming to the districts. The Ocean Hill and IS 201 personnel disputes would still occur under this restrictive, rigid, narrowly defined set of rules for removal or transfer.

It is questionable what special help is being given schools with low reading scores. In the first place, only the schools which rank in the lowest 45% in the city are eligible (although they all may be in the lowest 45% of the nation!) This would rule out special help for schools in transitional areas like the West Side. Also there is no freedom to employ more Black and Puerto Rican supervisors under any of these rules!

FISCAL POWERS

1. The Chancellor shall annually advise the community boards with respect to the form and content of the budget requests. Community Boards should hold local public hearings and submit their estimates of the money they will need to the chancellor.

2. The chancellor may modify the community board budgets or increase them or decrease them . He prepares a city wide education budget based on these modifications for hearing by the City Board of Education.

3. The City Board of Education will then submit the city budget to the Mayor, City Council and Board of Estimate. After they determine the total education budget, the Chancellor will decide how this money shall be allocated among the districts "on the basis of objective formulae established annually by the city board,"......"such formulae shall reflect the relative educational needs of the community districts to the maximum extent feasible."

4. The community board is still required to obtain prior approval from the city board for any modifications or changes it desires to make in its budget during the fiscal year. But the City Board will try "to the maximum extent feasible" to eliminate as much of this as possible. In particular, however, no modification which will affect staff salaries may be made without prior approval by the chancellor.

5. The Chancellor shall allocate to the community boards state funds less the amount of such funds necessary to enable the chancellor to carry out his responsibilities, on the basis of an objective formulae established by the city board.

6. With respect to special, federal, state and private funds, each community board may contract for such funds to be transmitted to the city board and disbursed through the chancellor. No special funds may be used as a means of bringing about the elimination of existing personnel lines, and all funds must be used within the scope of existing law and contractual obligations. Any contract entered into with a private foundation, city, state or federal government, etc., is subject to the approval of the chancellor.

7. Local community boards shall not be considered local educational agencies and shall have no power to apply directly to federal or state funding agencies; such funds shall be reallocated to community boards by the chancellor in accordance with a formulae to be determined by the city board.

8. All funds for each board shall be deposited in the City Treasury, and checks shall be written as authorized by the Finance Director of the City,; although the community superintendent's signature is needed on the form authorizing the writing of checks, all checks shall be signed only BY the Director of Finance of the City, countersigned by the Comptrolled or New York City.

COMMENTS BY UNITED BRONX PARENTS:

1. As long as the Central Board may modify the district budgets as it sees fit, local boards will not have meaningful fiscal powers. There is no ceiling on how much the City Board may keep for central operations. In his Dec. 3, 1968 budget message, Supt of Schools Donovan indicated that he was recommending that 64% of the total budget go to the community districts, while 36% or about 500 million be kept for central operations. If the high schools are kept centrally, even less will be made available to the communitydistricts.

2. Since checks will be signed centrally, salaries determined centrally, etc. there will be very little fiscal flexibility for the local districts. Not even the current voucher system employed by community agencies under contract to OEO will be followed here.

3. Note the strings attached now to foundation, state and federal funds. All such must now for the first time be channeled thru the Chancellor -- a big step backward!

CURRICULUM, TEXTBOOKS, SUPPLIES, SCHOOL LUNCH, TRANSPORTATION, AFTER SCHOOL CENTERS, AND OTHER SERVICES

1. The Community Board may determine matters relating to instruction of students in pre-kindergarten, elementary, intermediate and junior high schools. However, the chancellor will establish minimum educational standards and curriculum requirements for all schools throughout the city, and the chancellor will examine and evaluate periodically all such schools and programs.

2. The Community boards may select textbooks and other instructional material provided, however that such textbooks and materials shall first have been approved by the Chancellor.

3. The Community boards may operate social centers, recreational and extracurricular programs .

4. The Community Boards will operate cafeteria or restaurant services for pupils and teachers.

5. The Community Boards will maintain discipline in the schools and programs under its jurisdiction.

6. It appears that transportation services are kept under the Central Board, though this is not clearly spelled out that we could find.

7. The purchase of supplies is not clearly defined as a local power. The City Board will maintain warehouse space on a regional basis and purchasing services on a city wide or regional basis, and "may agree" that such functions be appropriately performed by the community boards.

8. High Schools shall remain under the city board and chancellor, for at least the next three years.

9. Any city wide program "which regularly provide services to a substantial number of persons from more than one community district" will maintain under the control and operation of the chancellor. He may also establish, and operate new schools or programs or discontinue any such programs, provided that he shall consult with the affected community board first. The Chancellor will maintain control of open enrollment and other exisiting voluntary programs in which students may choose to attend a public school in another community.

10. The Chancellor may provide training sessions for community board members.

11. The Chancellor may develop and furnish pre-service and inservice training programs, or agree that such function may be performed by a community board.

UNITED BRONX PARENTS COMMENTS: Since the State Education Department already sets certain minimum curriculum requirements, it has been our position that the city chancellor should not be empowered to set more"standards"and"requirements."

The purchase of textbooks and supplies is clearly still a centrally controlled operation.

It is not clear if the schools on Central Kitchen (without their own cafeteria or restaurant) would be permitted to operate their own program. Surely, to give communities "control"over financially starved lunch and after school programs cannot be considered much of a local benefit. They are giving local communities control simply of the headaches and problems -- but not any real responsibility or power.

CONSTRUCTION, MAINTENANCE AND REPAIR

I CONSTRUCTION

1. After local public hearings, community boards may submit construction budget proposals to the chancellor . The chancellor will then combine all such requests, hold city wide hearings under the City Board of Education, and submit city wide construction priorities to the Mayor, City Planning Commission, Board of Estimate and City Council.

2. The Local boards may also submit their construction proposals directly to the Mayor and other city agencies.

3. The Local Boards may recommend sites for new schools to the Chancellor and directly to the site selection board.

4. The Local Boards may recommend architects to the City Board to put on their city-wide architectural panel. The Local Boards may select an architect from several proposed to them from the city board.

5. The Local Boards may review contruction requirements& design plans.

6. The Local Boards will be consulted by the Chancellor on their suggestions for rules for qualifying bidders for jobs of $25,000 or more.

7. The Local Boards may employ a construction expediter to work along with the Chancellor's staff to expedite construction., as, advisors.

UNITED BRONX PARENTS COMMENTS: THIS IS ABSOLUTELY EXACTLY THE WAY THE PROCEDURE WORKS NOW. THE LOCAL BOARDS HAVE ADVISORY POWERS ONLY, WHICH ARE FREQUENTLY IGNORED BY THE CENTRAL STAFF.
We had demanded that the entire construction process be controlled by the local boards, with the central city agencies providing technical assistance, if needed. This bill keeps the status quo. The 1968-69 School Construction Budget amounted to 123 million dollars including 47 million for repairs and modernizations!

II MAINTENANCE AND REPAIR

1. The City Board of Education maintains jurisdiction over Design, Construction, Plant Operation, and Maintenance. This includes the Repair Shops, and the entire Custodial Operation, including the manner in which custodians and their staffs are appointed, promoted, transfered and removed.

2. Each community district will be permitted to make repairs on the schools in their districts, up to $250,000 per district per year. For any repair which will cost more than $2500, there must be public letting of contracts, sealed bids, with the job going to the lowest bidder.

UNITED BRONX PARENTS COMMENTS:

The Division of Plant Operation, Maintenance and Office of Design and Construction now spend over 110 million dollars each year from the expense budget. The Plant Operation (custodial services) amounts to over 50 million dollars of this. If each of 30 or 33 districts will get a quarter of a million dollars in repairs, this amounts to about 8 million dollars or 7% of what is spent each year! The Custodians have won complete retention of the status quo! In addition, since the City requires Performance Bonds for all jobs over $2500, this will mean that most Black and Puerto Rican contractors, who are unable to get insured, will be unable to post such bonds, and won't be able to bid. Even if they can get the bonds, since the City will write the checks, and takes so long to pay, most local companies will not be able to take the work, since they can't wait so long for payment. Finally, city Board instpectors will be inspecting this work - imagine what that will mean!

THE HIGH SCHOOLS

1. The Chancellor of the City of New York will control and operate the academic &vocational senior high schools "until such time as the same may be transferred to the jurisdiction of appropriate community boards."

2. The Chancellor will control and operate all specialized senior high schools.

3. Subject to the approval of the city board, the chancellor will develop a plan to provide the establishment of at least one comprehensive high school within the boundaries of each community district. Such plan may provide for the conversion of academic and vocational high schools, must be completed within three years after the effective date of this article and may be amended or modified from time to time.

4. At any time subsequent to three years after the effective date of this article, the City Board of Education may transfer at its discretion any academic, vocational or comprehensive high school to the community board in whose community district such high school is located, whenever it determines the public interest will be served.

5. The City Board and the City University of New York are empowered to enter into a contract whereby that university shall administer not more than five high schools selected by the city board from among those schools which exhibit the greatest degree of disadvantage as measured by such factors as number of general diplomas, percentage of students reading below grade level, etc.
This contract may provide for the City Board to delegate to the University any of its powers in connection with the operation of such high schools, except the power to appoint or terminate the employment of any employee.

UNITED BRONX PARENTS COMMENTS:

Every community district should be able to have a high school under its operations immediately.

Limiting the development of comprehensive high schools to one per district is a substantial retreat from the old Board policy that stated that every high school would become a comprehensive high school. (There are 90 high schools altogether in the city).

Contracting with the City University to run the five high schools with the lowest achievement scores is a meaningless decision, if the City University will not be given any power over hiring or firing of staff, and if the local communities will not be involved in decision-making, staff selection, curriculum, etc.

The Current Student Rebellions throughout the city will certainly continue as long as policies like these are implemented which do not give students any role in the operation of the schools!

The Specialized High Schools continue to reamin insulated islands of privilege.

Dave H. →

Why enter teaching?

insecurity · need to assert authority

I know everything - "right way"

vs. alternative ways

Teacher Trng. - psych testing

right way in time + place

Pam

Head Start

Interview

Trng - 1 week } attitudes

responsibility - 1 teacher & 2 aides - shared?

File - N.Y. Decentralization

DISTRICT #7 PARENT-TEACHER ENCOUNTER PROGRAM

Activity Objectives:

1. To provide opportunities to administrators, teachers, community leaders, parents, non-professional school workers, and students for expression of their feelings and thoughts about what is happening in the district's community schools.

2. To bridge the gap of communication and understanding between different groups associated with the district.

3. To foster an increased awareness and sensitivity to one's own and other people's feelings.

4. It is hoped that an improved communication, understanding, and sensitivity between administrators, parents, teachers and students will have favorable effects on teachers' and students' attitudes to teaching and learning respectively, and thus the quality of the education will be enhanced in the years to come.

Schools:

SEDFRE will provide training services geared to the above objectives for six schools in district #7. Schools will be assigned to SEDFRE by the local Coordinator for N.Y. State Urban Funds Program, Mr. George Cohen.

Selection of Participants

Forty teachers and 60 parents will be recruited at each school. Recruitment procedures will include personal conferences, home visits, addresses at group meetings, correspondence, leaflets and similar methods of communication. Contact will be made with school administrators and teachers, parent organizations and community organizations interested in educational change. SEDFRE will provide trainers and will retain a limited number of parents to recruit participants under the supervision of the training staff.

Format of Program

Pre-planning Sessions

At each school there will be pre-planning sessions for two days. The sessions will be to diagnose training needs of the participants, to develop training designs, and to assist in the recruitment.

Training Sessions

At each school on Saturdays or holidays, one-day sessions will be conducted. There will be three one-day sessions at each school. The training will be geared to problem identification, analysis, and strategy planning for quality education and community change. Training exercises will deal with increasing communication among participants.

Follow-up and Evaluation

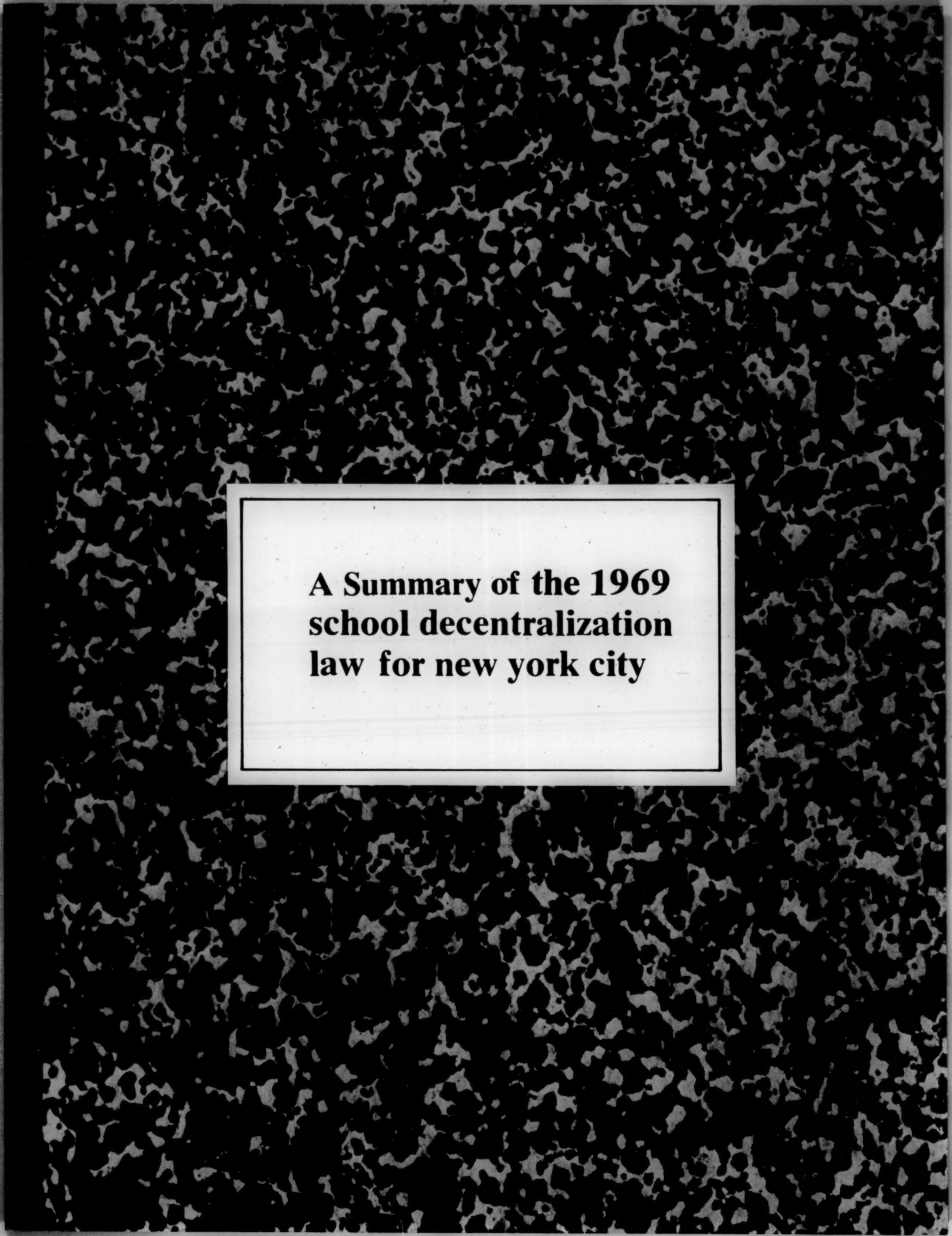
Procedures for written and oral feedback will be part of the design of each training session. The evaluation data will be collected and reviewed by staff during and at the end of each school program. One day will be set for the trainers to meet, discuss, and record data. Findings will be recorded and presented to participants for reference and action.

Staff:

Six trainers will be provided for pre-planning, training, and evaluation sessions.

Costs:

Each trainer will work six consultant days @ 150.00 per day at each school. Costs will total $900 per trainer per school. Total costs of $5,400 per school for six trainers. Grand total of $32,400 for the project.



A Summary of the 1969 school decentralization law for new york city

A Summary of the 1969 school decentralization law for new york city

Prepared as a public service
by
THE OFFICE OF EDUCATION AFFAIRS

As Passed by The New York Legislature April 30, 1969

Henry Saltzman
director
office of education affairs

John V. Lindsay
mayor

Mitchell I. Ginsberg
administrator
human resources administration

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I. introduction

The following summary of New York City's new school decentralization law[1] was prepared by H.R.A.'s Office of Education Affairs with assistance from outside experts and attorneys. It is being distributed as a public service in response to many requests for explanation of the law.

To provide an accurate outline of the law's provisions, this summary is designed without editorial comment. No opinion is expressed on the merits of any provision.

There is also no attempt in this summary to interpret unclear portions of the law. While the law contains many ambiguities, it would be useless and misleading to suggest that these could be clarified here.

The meaning of the new law will be considered by many people—including the new city board and chancellor, community boards, parents, professional staff and others. These groups may disagree on correct interpretations of the law. Some of the issues will be worked out in practice. If not, they will be resolved through the courts or the state education commissioner, or possibly by legislative amendment.

In preparing this summary, the writers have therefore tried not to give any provision a meaning which is not plain from the language of the provision itself. In some cases, where the language raises glaring questions, the summary calls attention to the problem and to some different possible interpretations. For the most part it just sets forth what the law says.

We believe this approach has produced an accurate picture of the new decentralization law. With this information, New York citizens can begin to consider their new responsibilities for public education and the law's implications for the future of our city schools.

The summary was drafted by Jeanne Silver, attorney, of the O.E.A. staff. Grateful acknowledgement is made to the following for suggestions and comments on initial and subsequent drafts; John Forrer, Michele Catalano and Sally Streiter, Bureau of the Budget, the City of New York; David Barus, Esq.; Thomas Farrell, Esq.; Professor Howard I. Kalodner, New York University Law School; John Loflin, Esq., Office of the Corporation Counsel, City of New York; Sidney Nadel, Esq., Counsel, Board of Education, the City of New York; Professor Norman Redlich, New York University Law School; Paul Trachtenberg, Esq.; Larry Morrison and Harold Esannason, Office of Public Affairs, H.R.A., and the entire staff of the Office of Education Affairs.

Henry Saltzman
Director
Office of Education Affairs

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[1] Bill No. S. 5690; A. 7175 (April 30, 1969). Certain technical amendments made in S. 5693; A. 7206 on May 1, 1969 are also reflected in the summary.

II. background and transition provisions

Last year, in the Marchi Act, the legislature amended the state education law by changing the composition of the city board of education and modifying provisions regarding the status and functions of local school boards. The Marchi Act authorized the city board to delegate any or all of its powers to the local boards. Some powers were in fact delegated by the city board during the past year.

This year, the legislature passed a new law with the stated purpose to establish a "community school district system" in New York City. This new law provides for replacing the basic provisions of the Marchi Act on February 16, 1970. On that date a new amendment to the education law, known as "Article 52-A," will take effect.

Article 52-A redesigns the school system as of February 16. It creates a new system of elected community school boards and a new city board. The relationships between the city board and community boards are set forth in the act. The provision for delegation of powers is dropped.

Transition Provisions

The new law extends the Marchi Act until February 16, 1970. However, in May, 1969 the old city board was replaced under the new law's provisions, by a new "interim board" of five members, each member appointed by a different borough president. The interim board will serve as a transition from the old system to the new one.

From the date of its appointment until February 16, the interim board will have all the powers of the old city board. That includes the authority, given by the Marchi Act, to delegate powers or take them back from the present local school boards, subject to the approval of the Board of Regents. Meanwhile, the interim board will establish 30 to 33 new community school districts for the new system and administer the election of new community school boards.

"As soon as practicable" after May 20, the law states, the interim board will also appoint a chancellor. The chancellor will have the powers and duties of the city superintendent when the superintendent ceases to perform them. The chancellor will also have other functions under Article 52-A. In the period before Article 52-A takes effect, he will nevertheless assume those of such functions that are necessary to permit conversion to the new system. This first chancellor will serve for a term to end no later than 18 months after his appointment. He can be removed for cause.

On February 16, the new community school boards will take office, replacing the present local school boards and assuming the new powers of community school boards under Article 52-A. The city interim board will assume the powers which Article 52-A gives to the new city board. Meanwhile, the interim board will provide for the election on May 6, 1970 of five members of a new city board. Two more members will be appointed by the mayor elected in November, 1969. All seven will take office on July 1, 1970, replacing the interim board.

III. timetable

April 30, 1969	Effective date of new law; supervisors need no longer be selected from top three on eligible lists; terms of city board members then serving terminate, although members continue to serve until appointment of interim board.
May 20, 1969	Interim board is appointed and succeeds to powers and duties of existing city board.
"As soon as practicable" after interim board's appointment	Interim board appoints chancellor.
November 17, 1969	Interim board publishes tentative districting plan.
December 1 through 12, 1969	Public hearing or hearings on tentative districting plan.
December 22, 1969	Last date for publication of final districting plan.
January 1 through 16, 1970	Registration of voters for election of community board members.
January 18, 1970	Due date for nominating petitions for community board elections.
January 22, 1970	Date by which community board candidates must apply to board of elections to have watchers at the polls and during the ballot counting.
January 27, 1970	Election of first community boards.
February 2 through 16, 1970	Chancellor provides orientation sessions for community board members.
February 16, 1970	Effective date of new Article 52-A of the education law (other than provisions re determining the new districts and electing community board members, which take effect immediately); Marchi Act extension expires; interim board acquires all the powers and duties devolved by Article 52-A on the new city board; terms of first community board members begin; terms of appointed local school board members end; community boards acquire jurisdiction over all public schools and programs in their districts (through junior high school).

April 17, 1970	Deadline for transfer to community boards of appropriate personnel or determination by central board to retain them.
April or May, 1970	First annual comprehensive reading exam administered to all pupils to identify low-score schools eligible for special hiring in 1971-72 school year.
May 6, 1970	Election of five members of new city board.
June 1, 1970	Deadline for mayor to appoint two additional members of new city board.
July 1, 1970	New city board takes office.
Before October 1, 1970	Chancellor must rank schools on comprehensive reading exam for purpose of special hiring provisions.
October 1, 1970 through April 30, 1970	Community boards may recruit and appoint teachers for low-reading score ("eligible") schools for 1971-72 school year.
April 30, 1971	Latest possible date of expiration of first chancellor's term (it will expire earlier if and when he has served for a period of 18 months).
1971	First year city board may (but need not) make adjustments in districting.
February 16, 1973	First date city board, in its discretion, may transfer any academic, vocational or comprehensive high school to the community board in whose district it is located.
May 1, 1973 and every two years thereafter	Dates of succeeding elections of community boards.
June 30, 1973	End of terms of first elected city board members. End of terms of first elected community board members.
June, 1974	End of terms of first appointed city board members.

IV.
nature and creation of new community school districts

A. **Size and Number of Districts**

There will be no more than 33 and no fewer than 30 community districts. None of these may contain fewer than 20,000 elementary and junior high school pupils in "average daily attendance."[1]

Five of the present local school districts (Districts 1, 2, 3, 5—Manhattan; 24—Queens) have average daily attendance of less than 20,000. Four others (Districts 13, 15—Brooklyn; 23, 26—Queens) are close with less than 22,000. Thus, although the districting provisions do not require abandonment of all the present 30 districts, some boundaries will certainly have to be changed. And the three demonstration districts will be discontinued in their present form as local school districts after the effective date of redistricting, February 16, 1970.

B. **Criteria for Districting**

In drawing the districts, the interim board must observe specified criteria, including:

(i) suitable size for efficiency,
(ii) convenient location for pupil attendance,
(iii) "reasonable" number of pupils, and
(iv) "heterogeneity" (ethnic and socio-economic mixture) of pupil population.

In following these criteria, the board must also take account, the law states, of the "common and special educational needs of the communities and children involved," as well as transportation facilities and existing and planned school facilities.

Another criterion the board must observe is "relationship" to geographic areas (such as health districts) for which the city provides services.

C. **Timetable for Districting**

The interim board must create the new districts by December 22, 1969. It must publish a tentative plan on November 17. It must hold at least one public hearing on the tentative plan between December 1 and December 12.

Once the districts are established, they may not be changed except once in every odd year; thus the lines drawn next December are to remain until at least 1971.

V.
composition and election of new community school boards

A. **Size and Composition**

Each community school district will have a community board of seven to 15 members. Members will be elected for two-year, unstaggered terms by those in their respective districts eligible to vote. The members will serve without compensation. The interim board will decide the exact number of community board members for each district when it determines the district boundaries.

B. **Qualifications of Voters**

All registered voters in a district will be eligible to vote for the community board.

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[1] Since attendance is always less than enrollment, this means that as a practical matter, each district must have an enrollment of at least 22,000 to 24,000 pupils in schools under its jurisdiction.

In addition, all parents of students attending schools under the jurisdiction of a community board will be eligible if they are citizens of New York State, have resided in New York City for the 90 days prior to the election, are at least 21, and are registered to vote in the board election.

However, no one may vote in more than one district; thus anyone eligible to vote in one district with a child at school in one or more other districts will have to choose in which district he will vote.

C. Qualifications of Community Board Members

Anyone eligible to vote for a community board in any district, except an employee of the district, is eligible to be a board member in that district. However, no one may serve on more than one community board at one time.

D. Nominations

Candidates must be nominated by petitions signed by 300 persons eligible to vote. For the first elections, on January 27, 1970, petitions must be signed and filed by January 18, nine days before the election. Petitions for this election may not be circulated until late December, 1969, at a date to be announced.

E. System for Electing Community Board Members

Members of community boards will be elected by proportional representation. Under the system set forth in the law, each voter will cast a single ballot on which all candidates will be listed. The voter will number as many candidates as he wishes in order of preference. To be elected, a candidate will need only a minimum quota. The quotas will vary among the districts depending on the numbers of positions to be filled and votes cast, but they will be the same for each candidate within the same district. The quota is roughly the total number of ballots cast divided by the number of seats to be filled. (For example, if there were to be ten members on a community board, a successful candidate would need a little under 1/10 of the votes cast.)

Any candidate who receives enough first choice votes to meet the quota will be elected. However, all members elected will not have to meet their quota with first choice votes. Under the counting procedure, ballots cast for candidates who receive more than the quota or too few votes to be elected will be distributed to the unelected candidates named on them as second, third or later choices, so that candidates with relatively small support can also be elected, by the combination of first and later-choice votes.

The counting system will be uniform and systematic:

First, all the first choice votes will be counted. All candidates who reach the quota will be declared elected.

Then all "extra" ballots for each elected candidate (those above the quota) will be distributed to the unelected candidate named as next choice on each. If as a result of this process, additional candidates receive enough first and subsequent choice votes to meet the quota, they too will be declared elected.

Unless the full number of board members has now been chosen, any "extra" ballots to the credit of these newly elected candidates will be distributed to the unelected candidates named as next choice on those extra ballots.

This process of transferring extra ballots from elected candidates to next choices will be repeated until either, (i) the addition of transferred votes fails to add a sufficient number to any candidate's tally to elect him, or (ii) a sufficient number of candidates have been elected to make up the full board.

If the above process stops before a sufficient number of board members have been elected, the counters will turn to the candidates who have the lowest numbers of total ballots (including first choice votes for them and ballots naming them as later choices which were transferred to them in the prior counting).

First, all candidates with less than 300 total ballots will be declared defeated. Their ballots will be distributed to the unelected candidate named as next choice on each. If this process elects some additional candidates without filling the board, extra ballots of the newly elected candidates will be distributed to the next choices on them. If such distribution still does not elect enough candidates to fill the board, the unelected candidate with the lowest number of ballots to his credit will also be declared defeated. All his ballots, too, will be distributed to the unelected candidate named as next choice on each.

These processes will be repeated, distributing the extra ballots of any candidates elected and then dropping the lowest candidate and distributing all his ballots, until sufficient candidates have been elected to fill the board.

By application of this system of transferring the extra ballots of elected and defeated candidates to later choices named on them, virtually every voter's ballot will help someone get elected, even if it is only the voter's second, third or later choice. Small groups in a district will have a chance to be represented, roughly in proportion to their voting strength in the district, if they nominate a reasonable number of candidates and get their supporters out to vote.

F. Supervision of Community Board Elections

In general, the board of elections will manage and supervise registration, nomination procedures, election procedures and counting. The interim board, however, must provide for the first registration of voters between January 2 through 16, 1970. The elections will be held on January 27, 1970.

VI.
composition and selection of city board

Members of the seven-member city board will be paid such compensation "as may be provided" by the city council.[1] Two members, appointed by the mayor, will serve four-year terms, beginning July 1, 1970. The first group of members elected from each of the five boroughs in May, 1970 will serve from July 1, 1970 until June 30, 1973. The law does not make clear whether members elected for terms beginning after June 30, 1973 will serve two or four years.

The law says the elected members "shall be chosen by the voters of each county." It is unclear whether this means that only voters registered to vote in general elections are eligible to vote for members of the city board, or whether the "voters" referred to here also include the parents who are qualified under the provisions of the law to vote for community school boards.

Elected members must be nominated by petition of 1,000 persons qualified to vote in the city board elections. The law sets forth no other qualifications for elected members or for the mayor's appointees.

The chairman of the board will be chosen by the members.

VII.
jurisdiction and authority of community boards

A. Jurisdiction

Starting February 16, 1970, each community board will have jurisdiction over public schools and programs in its district from the pre-kindergarten through junior high school level.

This jurisdiction will include all school and school-connected programs, except for certain programs over which jurisdiction is reserved to the chancellor. The programs reserved to the chancellor are existing special education services (such as programs for the handicapped, etc.) and programs which regularly service a substantial number of persons from more than one community district. However, the chancellor is required to consult with an affected community board before expanding, reducing or starting any of these programs under his authority. Moreover, a community board may also operate programs that would provide services similar to the services offered in city-wide programs.

B. General Grant of Powers and Duties

Regarding the programs under the jurisdiction of the community boards, Article 52-A provides that the boards shall have all the powers and duties previously possessed by the city board, and the powers and duties that had been delegated to local boards under the Marchi Act as of February 16, 1970. Some but not all of these powers are specifically listed. However, at least the powers not specifically listed, are granted only insofar as they are "not inconsistent with the provisions of this article and the policies established by the city board."

Elsewhere, Article 52-A gives the city board, "except as otherwise provided," responsibility to "determine all policies of the city district." It also contains many provisions that specifically grant to the city board and the chancellor the right to exercise or approve community board exercise of some of the old city board's powers in certain areas. (These provisions are discussed below in sections of this summary dealing with the city board (VIII), the chancellor (IX), and provisions of the law regarding special areas of responsibility (X).)

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[1] The act also specifies that the compensation of members of the interim board shall be provided by local law. Shortly before the members of the interim board were appointed, the city council decided that they should receive $100 for each day worked.

In addition, unclear language makes it possible that broad grants of power to the city board in the law would be interpreted to give the city board a final veto over any community board actions if the city board chose to exercise it. If the central authorities asserted such power, the question of whether this was authorized by the law could be decided finally by the state education commissioner, the courts or legislative amendment.

C. **Powers and Duties in Special Areas**

The law particularly sets forth the powers and duties of the community boards, and express limitations on those powers and duties, in the areas of *Curriculum, Textbooks, and Evaluation; Teaching and Supervisory Personnel; Expense Budget and Fiscal Management; Planning and Construction of Capital Projects; Maintenance and Repair; Parent Participation*. These powers and their limits are described in appropriate subdivisions of section X of this summary, "Provisions of the Law Regarding Special Areas of Responsibility."

D. **Other Enumerated Powers**

The community boards are expressly given power to:

(i) *Employ a community superintendent, by two to four year contract, at a salary fixed in the community board budget. The community superintendent shall be subject to the community board's lawful direction and can be removed by it for cause. The only qualifications specified are minimum education and experience requirements (not less than state certification requirements) to be established by the chancellor.*

(ii) *Delegate any of their powers, other than policy making and other discretionary powers, to the community superintendent.*

(iii) *"Generally manage and operate" the schools and facilities under their jurisdiction.*

(iv) *Operate social centers and recreational and extra-curricular programs.*

(v) *Operate cafeteria or restaurant services for pupils and teachers.*

(vi) *Maintain discipline in the schools and programs under their jurisdiction.*

(vii) *Appoint teacher-aides for the schools and programs under their jurisdiction within budgetary allocations.*

(viii) *Employ or retain private counsel to provide advice and to represent them in all actions and proceedings between them and the city board or other community boards.*

VIII.
jurisdiction and authority of city board

A. **General Jurisdiction and Authority**

After February 16, 1970, the interim board, and later the city board when it takes office, will have all the powers of the old city board and shall determine all policies of the city district "except as otherwise provided" in Article 52-A. This provision plainly gives the city board full authority over schools and programs not within community board jurisdiction (i.e., high schools, special programs and programs of city-wide application), as well as the administration of activities of the city board of education, except as those powers may be expressly limited by other provisions of Article 52-A (for example, independent duties of the chancellor, rights of community boards to be consulted, etc.). The question whether this provision also gives the city board a veto over community board actions in matters under their jurisdiction was noted above in the section of this summary on community board authority.

B. **Powers and Duties in Special Areas**

As in the case of the community boards, the law particularly sets forth the powers of the city board in certain areas. These areas include *Enforcement of Compliance with Law by Community Boards; High Schools; Curriculum, Textbooks and Evaluation; Teaching and Supervisory Personnel; Expense Budget Preparation and Fiscal Management; Planning and Construction of Capital Projects; Maintenance and Repair*. The city board's powers in these areas are summarized below in appropriate subdivisions of section X of this summary, "Provisions of the Law Regarding Special Areas of Responsibility."

C. **Additional Powers**

Apart from its powers and duties in the areas mentioned above, the city board is expressly given the additional powers and duties to:

(i) Hold public hearings on any matter related to the educational welfare of the city school system.

(ii) Be the "government" or "public employer" of all employees of the city board and community boards and negotiate and execute union contracts with employees; however, it must establish "formal procedures" under which the chancellor will consult with community boards on union contract negotiations which affect their interests. (The law provides that union contracts in effect on February 16, 1970, and future union contracts shall be binding on the city board and community boards.)

(iii) Require the chancellor to prepare an annual report of the affairs of the city school system.

(iv) Require community boards to make periodic reports.

IX. position and authority of chancellor

A. Conditions of Employment

The chancellor will be employed by the city board at a salary to be fixed by the city board. The chancellor will be subject to removal for cause. The first chancellor will serve a term of not more than 18 months; future chancellors will be appointed on two to four year contracts.

B. General Authority

The chancellor is the chief administrator, in the new system, not only of programs not vested in community boards but also of the relationship between the city board and community boards. Among other things, he will acquire all the powers of the present superintendent, except as otherwise provided in Article 52-A. He will also acquire many of the powers and responsibilities formerly held by the board of education. He must exercise all his powers and duties in a manner not inconsistent with the policies of the city board. But only in some cases does the law state that his actions require prior city board approval. (These cases are identified in the specific discussions below of the chancellor's powers.)

C. Operational Responsibilities

The chancellor will control and operate the high schools subject to conditions which are set forth below under the heading "High Schools." He will control and operate city-wide special education programs, subject to conditions set forth in the section above on "Jurisdiction and Authority of Community Boards."

D. Powers and Duties in Special Areas

The law sets forth certain responsibilities of the chancellor, and limits on his powers, in the areas of *Enforcement of Compliance with Law by Community Boards; High Schools; Curriculum, Textbooks and Evaluation; Teaching and Supervisory Personnel; Expense Budget Preparation and Fiscal Management; Planning and Construction of Capital Projects; Maintenance and Repair; Parent Participation*. These are set forth below in the appropriate subdivisions of section X of this summary, "Provisions of the Law Regarding Special Areas of Responsibility."

E. Additional Powers and Duties

Apart from his responsibilities in the areas listed above, the chancellor has the additional powers and duties to:

(i) Appoint teacher-aides for schools and programs under his jurisdiction, within budget allocations.

(ii) Employ or retain counsel, subject to the powers and duties of the corporation counsel of New York City to be his attorney pursuant to the City Charter.

(iii) Continue existing voluntary open enrollment programs between community districts or establish new such programs.

(iv) Provide training sessions for community board members, including orientation sessions during the two weeks before their terms begin.

(v) Provide, throughout the city system, technical assistance to community boards, regional warehouse space and purchasing services; however, he may agree that such functions shall be performed by a community board for schools and programs under its jurisdiction.

(vi) Develop and furnish pre-service and in-service training for employees throughout the system.

(vii) Promulgate rules and regulations to carry out the purposes of Article 52-A.

(viii) Possess the powers at present granted to the

city board of education under section 2554 of the state education law (the section setting forth most of the powers of the old city board), as well as powers set forth in certain other sections of the state education law and the City Charter.

(ix) Ensure compliance with all personnel qualifications.

(x) Delegate such powers and duties to subordinate officers as he deems appropriate.

(xi) Establish uniform pupil and other record-keeping procedures throughout the school system.

(xii) Perform the functions of the bureau of audit of the board of education throughout the city school district.

X.
provisions of the law regarding special areas of responsibility

A. Provisions Regarding Enforcement of Compliance with Law by Community Boards

1. Proceedings by the Chancellor

The chancellor will have power to initiate proceedings to enforce compliance by community boards and their members with applicable provisions of law, bylaws, rules or regulations, directives and agreements. If a dispute arises, he must first attempt conciliation. If these efforts fail, he may issue an order requiring a board to cease improper conduct or take required action.

In a case of non-compliance with his order, the chancellor may issue a further order to a community board, either assuming certain of its functions (by himself or through a trustee), or suspending or removing the board or any one or more of its members.

2. Appeals

Within 15 days of the issuance of an order against it, a community board may file an appeal with the city board. The entire city board may hear the appeal, or the chairman may designate a panel of three board members. The city board or panel shall comply with regulations of the state education commissioner in hearing such appeals.

Pending decision of an appeal, the city board may temporarily stay enforcement of the order of the chancellor on appeal or it may stay any action of the community board inconsistent with such order.

The city board or appeal panel may either affirm the chancellor's order, deciding in his favor, or reverse his order, deciding for the involved community board or board member. In either case, the losing party may appeal to the state education commissioner or take the matter to the courts.

B. Provisions Regarding High Schools

For at least three years after the effective date of the new system (that is, until February 16, 1973), the chancellor will control and operate all senior high schools in a manner "not inconsistent with" city board policies. To the extent practicable, he will establish a parents' or parent-teachers' association in each such school.

Prior to February 16, 1973, and subject to the approval of the city board, the chancellor must also "develop a plan" for the establishment of at least one comprehensive high school within the boundaries of each community district. Any time thereafter, the city board, after considering the public interest, may transfer any academic, vocational or comprehensive high school to the jurisdiction of the community board in whose community district that high school is located.

Any time before or after February 16, 1973, the city board may enter into a contract or contracts with the City University under which the University would administer up to five of the high schools under the city board's jurisdiction. The city school district will continue to receive at least the same apportionment of state public school moneys it would otherwise receive for any such schools, which must be selected from among the city's most disadvantaged. The contracts could not permissibly delegate power to appoint or discharge school employees.

C. Provisions Regarding Curriculum, Textbooks and Evaluation in Schools Under Jurisdiction of Community Boards

The community boards will determine matters relating to instruction of students and will select textbooks and instructional materials, subject to the following condtions:

1. Textbooks and instructional materials must first

be approved by the chancellor.

2. With the city board's approval the chancellor must promulgate minimum educational standards and curriculum requirements for all schools and programs. He must periodically examine all schools and programs and report to the city board, the community boards and the public on maintenance of these minimums. He also must report his evaluation of the educational effectiveness of such schools and programs. And he must require each community board to make an annual report on matters within its jurisdiction, including but not limited to the educational effectiveness of its schools and programs.

(As in all his actions, the chancellor must exercise his above powers in accordance with policies of the city board.)

D. Provisions Regarding Teaching and Supervisory Personnel

1. Transition to Community System

Within 60 days after February 16, 1970, the interim board, acting through the chancellor, will transfer to each community board authority over all city district employees serving in or in connection with schools and programs under that community board's jurisdiction. All employees serving in or in connection with programs which continue under central jurisdiction will be retained. The interim board acting through the chancellor can either transfer to appropriate community boards or retain other city district employees.

2. Titles of Positions

The chancellor, acting with the city board's approval, will have the sole power to create and abolish the titles of all positions in the teaching and supervisory service.

3. Hiring and Assignment

There are two hiring and assignment processes: one is a basic method which applies uniformly for teaching and supervisory personnel. The other is an alternate method for hiring teachers only, which community boards may employ under certain circumstances.

a. Basic Method

(1) Qualifications of Candidates

All candidates hired will have to meet minimum education and experience requirements established by the chancellor. These may not be less than state certification requirements.

All such candidates, except candidates for position of chancellor; executive-deputy, deputy and assistant superintendent; and community superintendent, will also have to be examined and placed on eligible lists by the board of examiners.[1]

As at present, candidates for teaching positions who pass the examinations will become eligible for employment in order of rank provided that any of the top three on a list may be chosen to fill a vacancy. However, if there were a shortage of teachers, as has generally been the case in recent years, the rankings would not be significant because all eligible teachers would be employed.

Rankings of candidates for supervisory positions are abolished by the law. Therefore, all supervisory candidates who pass examinations in their respective categories will be equally eligible to fill vacancies.

The law expressly requires that all persons whose names appear on the present eligible list for elementary school principal must be appointed before April 1, 1970. Since the number of names on this list substantially exceeds the number of principalship vacancies in elementary schools, this means that some persons named on the list will be appointed to fill other types of jobs, but with the rank (including pay, benefits, etc.) of elementary school principal. It is not clear whether such persons would have any priority to be considered for actual principalship vacancies which might occur after April 1.

Other current eligible lists which exist for some teaching and supervisory positions will continue in effect, most of them until four years from the dates they were established; however, the existing list for assistant elementary school principal, established in December, 1965, has been extended to December, 1973.

(2) Appointment and Assignment

The chancellor will appoint and assign from appropriate eligible lists all teachers and supervisors for programs under the jurisdiction of the city board.

Teachers for schools under community board jurisdiction, drawn from appropriate eligible lists, will be assigned to the community districts by the chancellor. "Insofar as practicable," the chancellor will have to honor community board requests for assignment of specific persons. Within three to thirty days (depending on the effective date of the appointment), a community board must appoint the teachers assigned to its district and assign them to schools.

The community boards will appoint and assign supervisory personnel for their districts directly from appropriate eligible lists.

b. Alternate Method of Hiring for Teaching Positions

This method may be used by a community board annually between October 1 and May 1, only, any year after February 16, 1970, to obtain personnel for the following September for any school which is ranked in the bottom 45% (40% in the first year of operation) on a city-wide reading test to be given annually by the chancellor. (The first such test pursuant to the law's provisions will be given in April, 1970, and the first recruiting period based on rankings on such a test will be October 1, 1970 to May 1, 1971 for the 1971-72 school year.)

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[1] The board of examiners is continued in substantially its present form. However, the new law apparently permits the chancellor to serve as a member. It also provides that the chairman shall be chosen (from members other than the chancellor) on a rotating rather than the elected basis for which the law now provides. In addition, it provides that the temporary assistants whom the board of examiners now employs in its exclusive discretion to assist in administering examinations will have to be nominated or approved by the chancellor or a community superintendent.

This method may also be used by a district at any time for any school if a vacancy exists for a teaching position and there are no names on an appropriate eligible list.

Under this method, community boards will be able directly to recruit and appoint to teaching positions—without regard to competitive eligibility lists—anyone who, by the effective date of appointment will (1) have met state certification requirements, and (2) have

(a) attained a place on an eligibility list or passed an equivalent qualifying examination, *or*

(b) passed the National Teachers Examination (NTE) within the past four years at a pass mark equivalent to the average pass mark required of teachers during the prior year in the five largest cities using the NTE as a qualification.

4. Promotion

The city board and community boards will promote members of their respective staffs provided that in doing so, they comply with applicable law and provisions of union contracts. Current employees of the system will retain their tenure or credit toward tenure whether they are retained by the interim board as city board employees or transferred to community boards pursuant to the law. Any person employed by the city board or a community board in the future after having been employed by any other board in the city system will also retain, in the new position, the same probationary or tenure rights accumulated in the old.

5. Disciplinary Proceedings

The chancellor and city board will retain the power to discipline city board employees. In so doing, they will continue to be bound by existing due process requirements, such as the right of tenured employees not to be dismissed without hearings and appeals as provided by law.

The new law gives the community boards the power to discipline their own employees and subjects the boards to specific due process requirements. Community boards will be able to impose penalties on tenured employees or dismiss them or transfer them within the district for reasons specified in the law after trial on charges initiated by the community superintendent. Trials will proceed before examiners selected by the community boards from a panel maintained by the chancellor. Upon a community superintendent's recommendation, the chancellor will have power to temporarily suspend an employee for not more than 90 days pending determination of his case. Decisions of trial examiners will be reviewed by the community boards involved. The community board decisions can be appealed by the employees to the city board. City board decisions will be final, subject to any applicable arbitration provision in a union contract or allowable review by the state education commissioner, or the courts.

6. Intra-District Transfers

Community superintendents may transfer members of the teaching and supervisory staffs within the district without their consent only for the following reasons:

(a) disciplinary action following hearings on charges as set forth above, or

(b) excess staff in a specific school, or

(c) to staff a new school, or

(d) to fill a vacancy in another school if no other qualified person is available within the district or is on an appropriate eligible list, and if the school to which the transfer is made will still have a higher number of vacant positions than the school from which transfer is made.

Transfers because of excess staff and to provide staff for new schools must be made in accordance with applicable union contract provisions, including those governing accumulation of credits toward desired transfers, right to hardship transfers and rights to retain assignments in certain schools.

7. Inter-District Transfer

Community boards do not have authority to transfer personnel out of their districts.

E. Provisions Regarding Expense Budget and Fiscal Management

1. City Budget Request

The community boards will hold public hearings and submit budget estimates for their activities to the chancellor. The chancellor may modify these after consulting with the community superintendents, who will act under direction of their respective boards. The chancellor will then incorporate these estimates, with an estimate for city board activities, in a consolidated budget for the city system. The consolidated budget will set forth the total amounts requested for programs of the community boards separately from those requested for the city board. The requests for city board activities may include a special unit of appropriation to finance innovative programs by community boards.

Following public hearing and city board approval, the consolidated budget estimate will be submitted in the normal city budget process to the mayor, and following any modification by the mayor, to the board of estimate and city council. The consolidated budget estimate will be accompanied by the original and any modified community board requests.

2. Allocation of General Funds

The chancellor, acting for the city board, will allocate among community boards the general funds for schools and programs under their respective jurisdictions. He will employ objective formulas established annually by the city board in consultation with the chancellor, the community boards and the mayor. These will take account of relative educational need to the maximum extent feasible. The chancellor may also make special allocations from appropriate funds of the city board to any community board for special needs or innovative programs.

3. Budget Management

In consultation with community boards and subject to the mayor's approval, the chancellor will develop procedures for the establishment and modification by community boards of annual schedules for expenditure of appropriated funds. To the maximum extent feasible these procedures will enable the community boards to establish and change such schedules without prior approval, subject to regulations which the chancellor or budget director will establish to assure community board compliance with legal and fiscal requirements. However, changes involving transfer of funds available for personal services of teaching or supervisory personnel will require the chancellor's approval.

4. Special Funds

Community boards will be able to contract directly for private funds. Such funds may be used for special programs but not to eliminate existing positions or employees.

With respect to most federal and state funds not allocated to the city district on a formula basis, community boards will be able to apply for funding directly as local educational agencies.

Community boards will not be able to apply as the local educational agencies for state and federal funds distributed to the city on a formula basis (chiefly Title I and state Urban Education funds). But they will be able to submit proposals to the chancellor, for prompt transmittal by him to the agency providing the funds, after he reviews only the form of the proposal. Each community board will be limited in the total dollar amount of its proposals for such funds by an apportionment among community boards, according to a formula reflecting the same educational and economic factors as those that determine the formula for apportionment of such funds to the city district as a whole.

Community boards will also be required to consult on a continuing basis with non-public school authorities in regard to funds provided for programs for non-public school students. The chancellor must ensure compliance with laws and rules regarding programs for non-public school students.

5. Custody and Disbursement of Funds

The city treasury will have custody of funds of the city board and each community board and will credit them to the particular boards. Such funds will be disbursed only on written orders of the city finance director. Except in the case of fixed obligations or amounts coming due on contracts, orders for disbursement of city board funds must initially be signed by the chancellor or other authorized city board official, and orders for disbursement of funds of community boards must initially be signed by their respective community superintendents or other officers authorized by the respective boards.

In the case of funds contracted for by community boards, it is unclear whether they may be disbursed upon the signature of appropriate community board officials or whether orders for disbursement of such funds must bear the signature of the chancellor.

F. Provisions Regarding Planning and Construction of Capital Projects

1. Capital Budget

The city board, through the chancellor, will be responsible for submitting a capital budget for construction, remodeling and enlargement of all school system facilities to the city planning commission. The budget will be acted upon by the offices of the mayor, the board of estimate and the city council in the usual city capital budget process. However, the community boards will have the power and duty, after public hearing, to submit to the chancellor proposals for schools within their jurisdictions. They will also have the power and duty to submit proposals with respect to the capital budget directly to the mayor, board of estimate, city council and planning commission.

2. Construction

The city board, through the chancellor acting with its approval, will also retain responsibility and control over capital construction, subject to the duties and authority of other city agencies. It will continue to employ all personnel required for construction and design. However, the new law gives community boards specific powers and duties in connection with site selection and design and construction of facilities which will be under their jurisdiction. These powers and duties of the community boards include the following:

(i) *To select proposed sites for submission to the city site selection board.*

(ii) *To be consulted by the chancellor on determining plan requirements.*

(iii) *To place "qualified" architects on a panel to be established by the city board and to be* *consulted by the city board in establishing the qualifications for placement on the panel.*

- *(iv) To select the architects for particular projects from among several on the panel proposed by the city board and to work directly with them.*
- *(v) To review preliminary architectural plans and recommend to the chancellor their approval, rejection or modification.*
- *(vi) To be consulted by the chancellor on establishing standards for qualification of bidders on projects over $25,000.*
- *(vii) To employ or assign personnel to assist the chancellor in obtaining approvals necessary to expedite completion.*

G. Provisions Regarding Maintenance and Repairs

1. Custodians

The city board, acting through the chancellor, will retain general responsibility for the care, custody and control of school property. Custodians will be employed by the city board (also acting through the chancellor) but will be responsible for performance of their duties to school principals, who shall be responsible to their community superintendents in this respect.

2. Repairs

The law provides that the chancellor will retain jurisdiction over all employees required in connection with "operation and maintenance" of all school buildings. It also provides that the community boards may make repairs to property under their jurisdiction.

A community board will not be able to spend more than $250,000 for repairs in a fiscal year without special authorization from the chancellor. Repairs within or without this limit involving expenditure of more than $2,500 must be obtained by community districts on contracts let to the lowest responsible bidder.

H. Provisions Regarding Parent Participation

1. Provisions Affecting Community Boards

Each community board must adopt by-laws requiring that:

- *(i) There be a parents' association (PA) or parent-teachers' association (PTA) in each of its schools, and,*
- *(ii) The board, the community superintendent and the principal of each school have regular communication with all the PA's or PTA's to the end that they are provided with full facts pertaining to matters of pupil achievement, provided that records and scores not be disclosed in a manner which will identify individual pupils.*

2. Provisions Affecting City Board

The chancellor shall establish a PA or PTA in each school under his jurisdiction "to the extent practicable."

DESIGNED BY HAROLD A. ESANNASON

1967 CONSTITUTIONAL CONVENTION
STATE OF NEW YORK
ALBANY

DOLLIE L. ROBINSON
15TH SENATE DISTRICT

May 18, 1967

~~Reply~~
see Ron
Carl

Dear Henry:

Contrary to the news media the delegates are really putting in time and they are doing the job. Of course much of the work is being done by committees now. Soon there will be Public Hearings and later the full convention will be holding forth.

I look forward to receiving any suggestions you wish considered.

Very truly yours,

Dollie L Robinson

DOLLIE L. ROBINSON
Delegate

DLR/tic

Marv:

What should we do about this?

Ronnie

THE NATIONAL ADVISORY COUNCIL ON ECONOMIC OPPORTUNITY
1016 SIXTEENTH STREET N.W.
WASHINGTON, D.C. 20036

June 5, 1967

Carl
Ronnie
Shirley
Andy

Dear Mr. Rich:

The Congress of the United States in Public Law 89-794 of last November, amended the Economic Opportunity Act to establish this National Advisory Council on Economic Opportunity with the following statutory mission:

> "To review the effectiveness and the operation of programs under this Act and make recommendations concerning (A) the improvement of such programs, (B) the elimination of duplication of effort, and (C) the coordination of such programs with other Federal programs designed to assist low income individuals and families" including "such proposals for changes in this Act as the Advisory Council deems appropriate."
>
> "The Advisory Council shall make an annual report of its findings and recommendations to the President..."

The President appointed the Members of the Council last March 4.

Few people can have had more experience with the problems this Council is to explore than the elected State, County and Municipal officials of our nation and the Heads of major national organizations. The National Advisory Council has therefore suggested that I invite your views on any matters included in our charter.

If you have made recent speeches or statements which would be pertinet, we would like to see them. If your staffs have made evaluative studies which you could share with us, we would appreciate looking them over. If you have more questions than answers, we would gain much from knowing the problems to which you think we should give highest priority. Above all the Council and I would value your personal and candid suggestions and proposals to guide us in following most effectively what the President has called "a strategy against poverty so that each man has a chance to be himself."

Thank you for any information you can send us.

Respectfully yours,

Morris I. Leibman

Morris I. Leibman
Chairman

The Honorable Marvin Rich
Executive Director
Legal Defense,Scholarship
Education and Defense Fund for Racial
Equality
150 Nassau Street
New York, New York

Follow-up 6/14

SEDFRE **INTEROFFICE MEMO**

June 8, 1967

TO: Carl Rachlin
Shirley Lacy
Ronnie Moore
Steve Nagler

FROM: Marvin Rich

1. We have been asked to testify before the New York State Constitutional Convention. Do you have any matters which you believe merit a statement on our part? Could you prepare a brief summary.

2. The enclosed letter from the National Advisory Council on Economic Opportunity is self-explanatory. Would you also give a brief summary of any positions you think we should take.

If we can have these summaries by Wednesday, June 14, we could then schedule a staff meeting to discuss these ideas in more detail.

Thank you.

Shirley Lacy: Please send me the copy still outstanding for the Welfare Manual so that we can get a better feeling for size. I am most anxious to see the introductory paragraphs.

Debbie has suggested that we prepare a report of our experiences which would be useful for other groups planning the preparation of such a manual. I think this is an obligation on our part but there are obvious difficulties. Would you think about this, and we will discuss it later.

—z. M.R

FIRST NATIONAL BANK
OF ROCHESTER

file under
N.Y.S. constitutional
convention

JUL 7 1967

June 29, 1967

Mr. Ronnie Moore
Leadership Training Director
Scholarship Education & Defense Fund
for Racial Equality, Inc.
150 Nassau Street
New York, N.Y. 10038

Dear Ronnie:

Many thanks for your thoughtfulness in sending me the Fact Sheet and brochure on SEDFRE.

I read the material with a great deal of interest, and can easily understand why you are as enthusiastic as you are about your job and mission.

Both Gisele and I enjoyed immensely the ambiance the weekend at the Wechslers. In particular, we enjoyed meeting you and your charming wife and exchanging ideas and points of view in the way that we did.

You can be sure that I am looking forward with pleasure to being able to touch base with you soon - and often - in the future. In the meantime, I thought you might be interested in seeing a copy of my remarks before the Committee on Bill of Rights and Suffrage at the N.Y.S. Constitutional Convention a few weeks ago.

With kindest regards.

Sincerely yours,

Jerry

Jerome J. Steiker
President

35 STATE STREET · ROCHESTER, NEW YORK 14614
232-3700

MEMORANDUM

July 26, 1967

TO	Carl Rachlin
Shirley Lacy
Ronnie Moore
Steve Nagler

FROM: Marvin Rich MR

SUBJECT: My Memo of June 8, 1967 - New York State Constitutional Convention

On June 8th, I sent a memo to each of your asking for your comments and suggestions and requesting a brief written summary of same with regard to SEDFRE being asked to testify before the New York State Constitutional Convention.

To-date, no replies have been received. I would appreciate very much your giving my previous request your immediate attention, as I must reply to the National Advisory Council on Economic Opportunity who extended the invitation to SEDFRE.

Marv:
Do you have our welfare proposals submitted via Dolly Robinson? We would like to testify on those (if they ever come up in committee, which I doubt).
Steve

[enclosed, Steiker to Moore, 1967, June 29]

JUL 7 1967

STATEMENT
OF
JEROME J. STEIKER, CHAIRMAN
OF THE
NATIONAL RACE AND ETHNIC RELATIONS COMMITTEE
OF THE
ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
TO
THE COMMITTEE ON BILL OF RIGHTS AND SUFFRAGE
OF THE
NEW YORK STATE CONSTITUTIONAL CONVENTION

SENATE CHAMBER
STATE CAPITOL,
ALBANY, NEW YORK

JUNE 21, 1967

My name is Jerome J. Steiker. I am Chairman of the National Race and Ethnic Relations Committee of the Anti-Defamation League of B'nai Brith. The membership of B'nai B'rith consists of 85,000 individuals in New York State and one half million throughout the United States.

The Anti-Defamation League was organized 54 years ago as a section of the parent organization, B'nai B'rith,to advance good will and proper understanding between Americans and to translate into greater effectiveness the ideals of American democracy. The League is, therefore, dedicated to combating discrimination, prejudice and bigotry through action in our communities, through mass media and, if necessary, through court action.

On June 7th we appeared before this Committee to urge you to reaffirm our Constitution's guarantee of religious and educational freedom and independence - Article XI, Section 3. Today, we respectfully wish to draw the Committee's attention to the need for an effective constitutional declaration proclaiming in the broadest possible terms the individual's right to be free from discrimination based on race, color, creed or national origin, as well as to the absence of a positive constitutional mandate requiring affirmative state action against discrimination.

Article I, Section 11 of the present Constitution prohibits governmental denial of equal protection of the law, in public or private discriminatory acts which abridge a persons "civil rights." This language has been interpreted by the Courts to refer only to such rights as have been previously established by the Constitution or by statute as "Civil Rights." Thus the non-discrimination clause of Article I, Section 11 is not self-executing, but depends on action by the legislature. Therefore, State Courts can only act insofar as the legislature has implemented the anti-discrimination clause of the Constitution. We believe it advisable to make any section protecting individuals civil rights from private or public discrimination self-executing. This would enable the Courts to establish a broader body of civil rights case law and to permit judicial action against discrimination without the present necessity for a statutory basis. At the same time, the state legislature would be free to pass any legislation implementing the constitutional ban on discrimination in specific fields.

We believe that our State Constitution, in addition to a clause prohibiting discrimination based on race, color, creed or national origin in housing, employment and education, should contain a clear statement positively affirming the human and civil rights of its citizens. New York State should recognize, as the basic public policy of the State embodied in our Constitution, that it has a responsibility to help develop to the fullest extent possible the mental and physical capabilities of all of its citizens, and to offer opportunities to promote its citizens' human dignity and prosperity.

We urge this Committee and the Constitutional Convention to submit to the voters a constitution which, in addition to a statement affirming the human and civil rights of its citizens, will include the following clauses:

1. It shall be a Civil Right of every person who is a resident of this State to be free from discrimination based on race, creed, color or national origin in all essential areas of life, including, but not limited to, accessibility to opportunity in employment, education, housing and places of public accomodation;
2. Said Civil Rights shall be enforced by the Courts of the State;
3. All citizens of this State shall have the same civil right to inherit, purchase, lease, sell, hold and convey real and personal property;
4. No agency of this State, or subdivision thereof, may engage in any activity which infringes upon or contravenes any of said civil rights.

The last - mentioned clause has particular and practical significance. New York State has the responsibility of breaking down one of the main causes of the "self-perpetuating nature of poverty" - de facto segregated housing and thus assure full equality of opportunity in respect to housing. The clause we urge would place state agencies on notice that their actions, respecting highways and roads, sanitation and sewers, zoning, licensing, and direct or indirect financing of housing, or in any other matter, must be taken with a recognition of and sensitivity to the effect such actions may have on maintaining or even aggravating an existing pattern of segregated housing.

The removal of slum ghettos, as well as the segregated housing patterns from which ghettos arise, can be promoted by a constitutional mandate of the kind we have suggested under Paragraph 4, above. Failure by this Convention to adopt such a provision would only encourage those forces which profit from the continuance of segregation.

In this summer of 1967 we see in our cities the product of discrimination, in significant part the failure of our State government to take positive action. We see the continuing growth of ghettos, and we may see racial strife based on this contradiction between principle and practice.

New York State has no business engaging, directly, or indirectly through encouragement, in the perpetuation of racial discrimination in housing, educational or employment opportunities. The Anti-Defamation League urges that our Constitution so mandate this proposition.

Personal and Unofficial

July 31, 1966

Editor
New York Times
229 West 43rd Street
New York, New York

Sir:

Within the last 10 days I had the good fortune to be invited to attend and participate in a Citizenship Education Workshop conducted by the Scholarship, Education and Defense Fund for Racial Equality, Inc. at Frogmore, South Carolina.

Just as one is surprised at the unlikely name of FROGMORE for a location, so was I surprised at what I found and was able to participate in there.

Gathered beneath the immense trees and in those frame buildings at Frogmore, were political candidates and activists from throughout the south.

Too, there were the present successful and unsuccessful political candidates from the north participating in the audience and/or as panel discussion leaders.

While I was in attendance for only portions of two (2) days, the session lasted from July 20th through July 24th, and the subjects covered included: The Heritage of the Negro; The History of the Negro in Politics; The Negro in the South; Campaign Organizing; Proper Appeals to Voters; and various other detailed studies and discussions of the whence from, how to, and where to of the Southern Negroes' political power.

The Workshop participants carried home with them, printed and mimeographed material outlining in detail each of the subjects covered, with some of the material being of hall-mark quality in delineation.

As one who believes that black-power connotates good rather than evil, I saw in this Workshop for the encouragement of political education, an essential ingredient of Black Power, and that is political power.

I wish that your readers could have shares my experience.

Yours truly,

PES:ss

PERCY E. SUTTON

JOSEPH ALSOP

2720 Dumbarton Avenue
Washington 7, D. C.

Telephone
965-1770

October 21, 1966

Dear Mr. Rich,

It was a pleasure to see you and Ronnie Moore. I hope you will let me know when you come to Washington. Also, please tell Mr. Moore that I shall be much offended if he does not let me know when he is here.

Sincerely,

Joseph Alsop

Marvin Rich, Esquire
Scholarship, Education and
Defense
Fund for Racial Equality
150 Nassau Street
New York, New York 10038

November 2, 1966

Mr. Claude Sitton
New York Times
239 West 43 Street
New York, N. Y.

Dear Claude:

On November 9th Carl Rachlin will argue in the Fifth Circuit court in New Orleans Steele vs. Taft. I thought you might want to have somebody cover.

This is an important case. Our argument is that we must go beyond desegregation and that the court should enunciate a doctrine that a municipality has a definite duty to operate. We ask that a closed facility be ordered reopened. SEDF maintains that a municipality cannot deny service, (even such service as a pool), for unconstitutional reasons, though we do consider the service might be denied for valid or for no reason at all.

Cordially,

Marvin Rich,
Executive Director

MR:ha

Enc.

11/4/66 **DRAFT** To Editor - New York Times

Copies to Abe Ruskin + Mr. Hechinger

Dear Sir:

Mr. Hechinger's analysis of the critical findings of Dr. Max Wolff ("New York Times" - October 30th), on the Head Start program was useful as far as it went. Certainly many of the hopes for Head Start were extravagant and based on little more than a "feeling that anything was better than nothing." And it is true that for Head Start to succeed there must be careful preparation of staff members and a well planned transition from pre-school to school curiculum. But more is needed. Head Start, like Higher Horizons and other programs, are essentially additive. The theory of Head Start is that poor children are underprepared and that if they begin their school career a year or two earlier they will then "catch up". Something more basic seems to be at issue. Dr. Kenneth B. Clark's studies of Harlem and Dr. William Ryan's of Boston point out that "disadvantaged children" start out at approximately the same level of achievement as other children but that a gap grows the longer the children are in school.

A hypothesis worthy of deeper examination is that the present curriculum has been designed for the middle class child of the 1920's. It functions poorly for the middle class child of today. Present techniques applied in greater intensity and quantity are not going to succeed with the ghetto child who feels the school environment to be alien.

DRAFT

What is called for is a tho~~u~~rough re-examination and overhaul of curriculum and teaching methods. Instead of demanding that the disadvantaged child adapt to the existing school environment, the schools should develop a curriculum that is more aptly geared to his experiences, using materials from the social and environmental problems of the inner city and the city as a whole. They must find ways to make school a place where the disadvantaged child cannot only find psychological gratification--but also a sense of competence, status and self respect. Only then can education take place.

Parents, the community and the students themselves must be more adequately and honestly brought into the educational process. Educators can and must have a useful dialogue with the community. Valuable contributions should come from all the participants in the educational process, the educator, the student and the community.

In summary, Head Start, reduction of class size, tutorial programs have real value, but there is no single educational panacea.

Disillusionment over insufficient accomplishment~~,~~ at this stage should not cause us to discard these new programs, but rather to dig more deeply until we evolve more fundamental reforms.

Sincerely,

Marvin Rich,
Executive Director

December 19, 1966

Mr. Tom Johnson
NEW YORK TIMES
229 West 43 Street
New York, N. Y.

Dear Tom:

Congratulations on the study on Welfare that appeared today. It is really top-notch. As I indicated on the phone I am enclosing a summary of our Newark project and a progress report. If you want additional information on these programs you may contact Shirley Lacy, the Director. Mrs. Lacy can be reached at (201) 624-6335.

I will have Carl Rachlin write to you giving some details of recent cases in New York.

Sincerely,

Marvin Rich,
Executive Director

MR:ha

cc. Shirley Lacy
Carl Rachlin

File N.Y. Times

February 9, 1967

Mr. Thomas Johnson
The New York Times
229 West 43 Street
New York, New York

Dear Mr. Johnson:

I am enclosing a copy of the press release on Nils Douglas and the fact sheet on SEDFRE that we discussed earlier.

Marvin Rich and I look forward to the possibility of meeting with you next week and discussing SEDFRE's activities and plans.

Thank you for your time and graciousness on the phone.

With best wishes.

Sincerely,

Herbert J. Farber

HJF/ak
encls.
bcc: Mr. Marvin Rich

RECEIVED

FEB 13 1967

SEDF

March 15, 1967

Mr. Johnson
NEW YORK TIMES
229 West 43rd Street
New York, New York

Dear Mr. Johnson:

In going over the material I sent you some time ago I note that I did not circle Julian Brown's name. Mr. Brown is a student of the University of Florida's Law School in Gainsville and this one is particularly interesting since Mr. Brown is in the major White university in the State; the one where they train future politicians.

Sincerely,

Marvin Rich
Executive Director

MR/lp

(5)

September 9, 1966

Mrs. Deborah Cole, Executive Director
The Aaron E. Norman Fund, Inc.
575 Madison Avenue
New York City, New York

Dear Mrs. Cole:

We would like to submit the following modified proposal of the welfare rights project for your consideration.

The Scholarship, Education And Defense Fund For Racial Equality proposes a one-year demonstration project to produce and make available "a comprehensive body of information for the use of welfare recipients, persons eligible but not receiving public assistance, and persons working with recipients in Newark, New Jersey.

The involvement of welfare recipients and impoverished individuals will be an essential element of this project. Through the encouraged use of the information materials provided by the project, it is conceived that welfare recipients will become better informed about the welfare process, more confident to press for their rights, and more effective in satisfying their needs for increases in income grants, goods and services."

The project is being so designed that it will be evaluated, at its conclusion, by Professor Francis P. Purcell, Rutgers University, in terms of achievement of its objectives, its potential for application in community after community, and its usefulness as a mechanism for promoting social change.

other URBAN COMMUNITIES

Welfare Rights Information Program

SEDFRE will develop and publish information guides and special category brochures for recipients and individuals in the poverty group which will deal "with problems relating to eligibility requirements, minimum standards, budgets, special allowances and grievance and appeals procedures. Emphasis will be placed on the step by step methods to be followed.

SEDFRE legal staff, in cooperation with Edward Sparer, Esq., Columbia School of Social Work, will develop technical handbooks for the use of persons working in the project, community organizations, leaders of welfare recipients' groups and caseworkers interested in improving their client-worker relationships. The contents will deal in greater detail with the law, administrative practice and policy.

SEDFRE staff will keep abreast of all administrative or procedural changes and will conduct an ongoing effort to keep holders of the guides informed. For this purpose leaflets and memoranda will be made up as soon as changes are announced.

Welfare Rights Orientation Program

As an extension of the information program, and, as a means of insuring an effective distribution of the guides, SEDFRE will establish an orientation program for community distributors. The areas to be dealt with will be:

1. Attitudes and approaches to welfare recipients, building confidence in the use of the guides, literacy problems; categories of public assistance
2. Welfare law and administrative policy; legitimate complaints, legal assistance
3. Distribution procedures - community contacts, areas of assignment, supplies of guides, further instructions; follow up

Operation of Program

SEDFRE will make broad contacts throughout the community with organizations working with the poverty-stricken such as CORE, the Newark Community Union Project, the Newark Legal Services Project, the Blazer Youth Council (sponsors of a work training program for welfare recipients), welfare committees of Area Boards, tenants' and neighborhood associations. 10 persons, mainly welfare recipients, will be recruited to function for a period of one year as the project Advisory Committee. 50 additional persons will be recruited to serve as distributors of the guides and brochures. To facilitate the participation of recipients and persons of low income, funds are requested for their carfare and child care expenses.

The Advisory Committee will be involved in all phases of the project and will have key responsibility for translating the project materials to the language style most familiar to them, for gaining acceptance of the project among members of the recipient group and for providing experiences and data useful in the final evaluation of the project.

It is projected that within the first three months, recruitment of community personnel and the preparation and screening of the guides by SEDFRE legal staff can be completed. 500 copies will be prepared in draft form.

THE

Concurrently, THE ~~a~~ technical handbook will be developed, in mimeographed form, to be used as the basic text for the orientation program. Since the role of the distributor is not only to reach welfare recipients with the project materials, but to make sure that the guides are fully understood, the technical handbook is seen as the means of insuring an accurate and uniform distribution of information.

Orientation will begin with the selection of 20 persons who, after a three-week period in which they will have become thoroughly familiar with the guides, the technical handbook and will have gained knowledge of the law and its administration, will be ready to distribute the draft guides as a means of pre-testing the contents. During orientation, resource persons will be brought into the session to give further clarification of the problems of welfare recipients. Tapes will be made of the sessions and at the conclusion of the project, LP records will be made from the tapes and presented to cooperating community organizations.

The pre-test period will attempt to uncover problems recipients may have in either understanding the guides or in following steps recommended. In cooperation with community groups, distributors will convene meetings, distribute and explain the contents of the guides, answer questions and collect data useful for final publication and evaluation. This phase of the program will cover a period of three months during which time the remaining distributors will undergo orientation.

At the close of the pre-test period, the guides and brochures will be prepared in both English and Spanish and for the remainder of the project time all personnel will be fully involved in distribution of materials and collection of data, for evaluation purposes.

Evaluation

Prior to, during and at the conclusion of the project, the Evaluations Consultant will make a careful analysis of welfare department statistics which will yield such data as changes in intake, numbers of recipients dropped, changes in allocations of funds etc., and will render a report measuring the probability of change and the correlation between the statistics and the project.

Staff

The operation of the project will require one full-time staff member who will assume overall responsibility for the administration development and operation of the project. A full-time secretary will also be needed. Additional clerical help, if needed, will be sought on a volunteer basis.

Mr. Robert Curvin, a former supervisor at the Essex County Welfare Board will volunteer his time as Community Resource Consultant. His background in URBAN PROBLEMS and current employment as a Director of Training at the Rutgers Community Action Institute make him particularly suited for working with the Advisory Committee in the development of the information guides. Mr. Curvin is a member of the SEDFRE board.

Enclosed please find an estimate of printing costs and budget for the project.

Sincerely yours,

Marvin Rich
Executive Director

MR:sl

Cost Estimates on Printing of Guides

	12 pages	24 pages	36 pages
10 M	$ 450.	$ 775.	$ 1225.
25 M	825.	1375.	2200.
50 M	1450.	2375.	3825.

This estimate includes the following:

1. Question and answer format
2. Typesetting
3. Make-ready
4. Paper
5. Running
6. Binding
7. N.Y.C. delivery

Budget

Director	$ 8000.
Secretarial	5000.
Rent & Utilities @ $ 75.00 per mo.	900.
Telephone @ $ 25.00 per mo.	300.
Mimeo, supplies, postage	500.
Tapes & Records	250.
Distribution	
Carfare expenses - 50 persons x $ 2.00 per person per week	5200.
Child care - meetings of Advisory Committee and distributors @ $ 50.00 per mo.	600.
Travel	500.
	$ 21250.-
Administrative Surcharge	2125.
	$ 23375.
Production Costs - 10,000 guides min.	1225.
50,000 guides max.	3825.

October 25, 1966

Scholarship, Education and
Defense Fund, for Racial Equality
150 Nassau Street, Room 1706
New York, N. Y. 10038

TO: Board of Directors

FROM: Marvin Rich

1. The next Board meeting is scheduled for the afternoon of Friday, December 2nd in Frogmore, South Carolina. There will be a South Carolina workshop on Citizenship Education starting the evening of the second and continuing through the fourth. This will be an opportunity for Board Members to meet with many of our field people as well as to observe an important aspect of our program.

   Travel arrangements should be made to Savannah Georgia. We will arrange to pick you up at the Savannah airport if you let us know in advance your arrival time.

   An agenda for the workshop will be sent in advance.

2. The budget adapted at the Board meeting is enclosed. It is labeled "A". Since there were considerable reservations about our ability to raise $476,000, the Board directed that I prepare a scaled down budget of approximately $350,000. This is budget "B". It was prepared in consultation with staff and Andy Norman. It is a prudent budget but it does not take maximum advantage of the potentialities of our staff nor does it fully meet the needs in the field. However, it is realistic. Since the Board meeting the Stern Family Fund turned down our request, (in spite of a favorable recommendation from their staff.) The New York Foundation made a grant of $5,000, the Samuel Rubin Foundation made a grant of $5,000, the Wechsler-Forrest-Slater Foundation-$2,500, and Robert Stover, $3,000. But our financial situation is serious and we are operating on a day-to-day basis.

3. Enclosed is a xerox copy of an article in the "Newark Evening News" about our Welfare Program. This program has been funded by the Aaron E. Norman Fund.

November 21, 1966

To : Marvin Rich, Executive Director

From: Shirley Lacy, Director, Welfare Program

Report on the Newark Welfare Rights Project

The Project was officially launched at the end of September, with our headquarters being set up in the office of the local CORE chapter at 136 West Market Street, Newark. The selection of of this location was based on two factors: a)a specigic request from the chapter for help from SEDFRE in the form of personnel, coordination, legal assistance and supplies; b) recognition that CORE's efforts to organize and work with welfare recipients was beginning to meet with success. Many CORE members had worked for the Welfare Department and were well-informed on how welfare procedures work against the client.

Although we were concerned that the joint sharing of the same office might present some problems for us in establishing a separate and independent image in the community, we decided nevertheless, to go ahead on this basis and to continue to look at other locations.

We have one desk, one rented typewriter and a separate telephone for the project. We have no file cabinet or shelf space for supplies. There are ample chairs in the office for the numbers of persons in there at any one time. The CORE members make a real effort to keep the office neat and clean.

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Based on the experience of groups in New York City, it has become clearer that the best technique for conducting the sessions will have to be geared to the location of the various recipients' organization. People tend to stay close to their own communities, This will mean the setting up of e sessions in several neighborhoods, rather than using a ingle location for all sessions. We contacted Dr. Herbert Levine, Director, Labor Education Center, New Brunswick, on the possibility of an all-day training program to be held there. Because of the number of leaders emerging from the welfare rights movement in Newark, it was our feeling that SEDFRE might, through its Leadership Development Program, Bring to the community some real skills and know-how in techniques of community organization. The Newark Welfare Rights Project could be helpful in recruiting persons to attend such a workshop.

Recommendation

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Resource Persons

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A specialist on the legal aspects of public assistance will be sought through any of the following : SEDFRE legal staff, the Center on Social Welfare Policy and Law, the Newark Legal Services project, the Institute for Continuing Legal Education.

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Most of our efforts to establish ties with the community have been concentrated mainly on the larger groups working with the impoverished; nor have we had any meaningful contact with churches and religious institutions. The role of the distributors will be to contact all block associations, tenants groups, consumer groups etc. We have established a working relationship with the following groups and organizations:

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Business Industrial Coordinating Council
NCUP
Mount Carmel Guild
UCC - Area Boards nos. 1,2,3,5,7
Hayes Homes (low-cost public housing project)
Scudder Homes " " " "
Blazer Youth Council
Title V - work experience program for welfare recipients
Design for Urban Education - Camden School
Newark Legal Services Project - four neighborhood law offices
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The three page summary of the proposal has been circulated among the groups and organizations with whom we have had contact. A copy has also been forwarded to Mr. Ron Smolin, Public Relations Department at UCC.

We have had one story in the Newark Evening News.

We have just taped a fifteen-minute interview on the project to be played over station WNJR on Saturday, November 26 at ~~11:30 AM~~ FOR

Finances

We have opened an account in the name of the Scholarship, Education and Defense Fund for Racial Equality - Welfare Rights Project at the Union Fidelity Trust Company, 416 Springfield Avenue, Newark. Our opening deposit was $150.00. We have expended only $42.91 for salary for our clerical staff. There are separate items for which funds have been advanced by the Project Director. These are to be refunded as soon as our check book is issued.

November 21, 1966

To : Marvin Rich, Executive Director

From : Shirley Lacy, Director, Welfare Program

Report on the Newark Welfare Rights Project

The Project was officially launched at the end of September, with our headquarters being set up in the office of the local CORE chapter, 136 West Market Street, Newark. The selection of this location was based on two factors: a) a request from the chapter for help from SEDFRE in the form of personnel, coordination, legal assistance and supplies; b) recognition that CORE's efforts to organize and work with welfare recipients was beginning to have an impact on the lives of the clients with whom CORE came in contact. Many CORE members had worked for the Welfare Board and were well-informed on how welfare procedures work against the recipient.

Far too much

Although we were concerned that the joint sharing of the same office might present some problems for us in establishing a separate and independent image in the community, we decided, nevertheless, to go ahead on this basis and to continue looking for other locations.

We have one desk assigned to us by the chapter, one rented portable typewriter and a separate telephone for the project. We have no file cabinets or shelf space for supplies. There are enough chairs in the office for the number of persons in there at any one time. The CORE members make an effort to keep the office neat and clean.

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The Welfare Rights Movement in Newark

No report on the Newark Welfare Rights Project could be complete without offering some personal observations on the movement itself. I will attempt, briefly, to construct the picture as I see it.

At the present time there appears to be a good deal of activity, but very little ~~purpose~~ direction. Welfare committees are forming almost daily throughout the city. Just about every organized group has a committee of welfare recipients, most of whom are ADC mothers. The appeal of joining a committee seems to be to get help with a specific problem.

The strongest group is that led by Mrs. Marian Kidd. Mrs. Kidd attended the Welfare Rights conference held in Chicago last summer and is the New Jersey state representative to the national board set up at the conference.

I was present at the last meeting of her group on November 14, held in the NCUP office, 444 Clinton Street. There were about fifty persons present, some of whom were NCUP members. An attorney, Joseph Berry, Newark Legal Services Project, took a number of statements from recipients present on rents, housing conditions, punitive behavior on the part of certain welfare caseworkers and other complaints. Mr. Berry seems to be seriously interested in the problems of recipients. He stated that he was trying to establish patterns of abuse on which legal action against the Welfare Department could be based.

A demonstration at the Welfare Board, 260 Market Street was announced for Thursday, November 17 at 1:30 PM. Although this particular center has been extremely harsh with recipients, there was little response to the call for a demonstration. The demands were to be "decent treatment by caseworkers," and "welfare clients are not dogs." No attempt was made to get firm committments from the persons present on supporting the demonstration.

Although there were new people attending the recipients' meeting for the first time, no attempt was made to get their names and addresses for future contact.

There is a great deal more of the me and mine than of the we and ours. Each of the recipients groups is trying to go it alone. Among the leaders of the various groups there is envy, suspicion and in some cases, open hostility. With each group pulling for itself, it is obvious that most of the enmity is generated because of the welfare system, when one client can get clothing for her children and another has to keep hers at home for lack of such clothing.

There is to be a conference for welfare recipients on December 10. Although there is supposed to be joint PLANNING, one client has literally taken over the planning of the entire conference, with the result that a number of officials from the Essex County Welfare Board, the State Department of Institutions and Agencies and the Press have been invited. Since little effort has gone into organizing on a citywide basis toward a united approach, it is certain that this conference will point up the weaknesses, not the strengths, of the movement.

None of this is meant to be critical of the clients' efforts to gain their rights. What seems to be desperately needed here is leadership training. It is on this back-drop that I have based my recommendation for a specialized workshop in Newark.

The other side of the coin is that the Welfare Department is "soft" and vulnerable, particularly at the county level which handles all ADC cases. New directives are being handed down daily to caseworkers. No caseworker may talk to a client if a client is accompanied by an advocate, except in the presence of her (the caseworker's) supervisor. The city Welfare Department has recently taken a much stiffer approach-caseworkers are not to conduct interviews in the presence of anyone except the client. With regard to the overdone policy of holding checks, Essex County Welfare Board caseworkers have been recently directed not to hold up checks, except for verified reasons. Heretofore, caseworkers were holding checks as a means of getting in touch with a client who had not been at home when the worker visited.

A number of resignations are beginning to take place among caseworkers who have become frustrated with the workings of the system and the pressure from clients.

As for the Welfare Board itself, serious financial difficulties are developing. Because of the rise in grants for special needs such as clothing, refrigerators, furniture etc, the Welfare Board is now turning to the Board of Freeholders for additional funds.

It remains to be seen whether there can be a real movement for welfare rights in Newark in the sense that Dr. Cloward speaks of. My contacts with recipients indicate that none of them really wants to be on welfare. The ultimate goal of achieving a guaranteed annual income seems as far away as the moon to the client who is forced to become a victim of society's legalized poverty.

Shirley Lacy

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

November 25, 1966

Newark Welfare Rights Project

The following report on the Newark Welfare Rights Project is designed to bring you up to date on how the project has been operating over the past two months.

The Project was officially launched at the end of September, with a headquarters being set up at 136 West Market Street, Newark, in the heart of the Central Ward ghetto. At the present time, we are sharing space with another organization, but we are continuing to look for a permanent location. Meanwhile, we are functioning with a telephone, desk space and clerical staff specifically assigned to the Project.

We have selected our personnel on the basis of their direct involvement in public welfare, either as a recipient or as a Professional, working in the interest of welfare recipients. Our paid staff consists of a Director and two part-time typists who work in four-hour shifts, covering the office from 9:00 AM to 5:00 PM daily. Both are ADC recipients.

Seven of the ten places on the Advisory Board have been filled with persons representing recipients' groups in three of the Area Boards, a low cost public housing project, the Blazer Work Training Program for recipients of Municipal Welfare. One person came to us on the recommendation of the staff of the Business and Industrial Coordinating Council, an organization of business and civic leaders interested in helping individuals gain work skills through training programs. Mrs. Mae Massie, Civil Rights Director, IUE, AFL-CIO is the seventh member of the committee. With the exception of one member, all persons on the Advisory Committee, thus far, are Negroes. Another white recipient is currently being recruited in Area Board #5. Mr. Raphael Lozada, city-wide Coordinator for the anti-poverty program in the Spanish community, is working to bring us in contact with Spanish-speaking groups.

With regard to the distributors, nine persons have been recruited through clients' meetings, through the newspaper publicity on our arrival in Newark, and through the BICC.

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* John P. Allison ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ J. T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

We are fortunate enough to have one Vista worker serve in the Project as a volunteer. She functions as a "troubleshooter" on the many poverty-related problems that come to us simply because we are located there in the community. Two additional volunteers from Rutgers Law School are also working with us, having direct contact with recipients on welfare abuses. Both are members of the Law Students Civil Rights Research Council. As a separate project, LSCRRC is developing fact cards for recipients to carry in their pockets or purses on welfare rules and regulations.

The outline for the guides we are preparing was developed by Brian Glick,Esq., a member of Ed Sparer's staff at the Center on Social Welfare Policy and Law, Columbia University. At the first meeting of the Project Committee we defined the areas with which we wanted to deal. They are: a general introduction; the basis budget; eligibility; confidentiality, privacy, home visits, holding checks; enforcing the law; minimum standards; insurance and property; administrative procedures; the appendix. The technical information will be sought out and written by the following persons: Robert Curvin, a former supervisor at the Essex County Welfare Board, Robert Littman, Esq., Newark Legal Services Project, Miss Corinna Fales, Newark Community Union Project, Miss Connie Brown, Caseworker, Essex County Welfare Board, Brian Glick.

Most of our efforts to establish ties with the community have been concentrated mainly on the larger groups working with the impoverished. We have not yet had any meaningful contact with churches or religious groups. At the present time we have developed a working relationship with CORE, NCUP, Business and Industrial Coordinating Council, Mount Carmel Guild, United Community Corporation-Area Boards 1,2,3,5 and 7, welfare recipients' organization in the Hayes Homes, the Blazer Youth Council, Design for Urban Education at the Camden School, the Newark Legal Services Project, the Newark Pre-School Council, Title V-Work Experience Program for municipal recipients and LSDRRC.

With regard to the Orientation Program, we have been promised participation from Dr. Maurice V. Russell, Professor of Sociology, Graduate School of Social Work, Columbia University, and Mr. Charles Tuller, until recently, a Caseworker at the Essex County Welfare Board for many years. A specialist on the legal aspects of public assistance will be sought through one of the following sources with which we have contact: The Center on Social Welfare Policy and Law, the Newark Legal Services Project, the Institute for Continuing Legal Education, Rutgers University, the SEDFRE Legal staff.

Publicity-wise, a three page summary of the Project has been circulated among the various groups and organizations with which we have had contact, including the public relations department of UCC. We have had one story in the Newark Evening News and one fifteen minute interview over radio station WNJR.

We believe that the Newark Welfare Rights Project is unique in that the information we are preparing is specifically designed to be used by the recipient or persons who may be eligible but who are not receiving assistance. Most of the manuals produced to date have been written mainly for the use of community organizers, CAP employees and persons working with the poor, but who are not themselves in the poverty bracket. Furthermore, the inclusion of a program for distributing the guides gives added insurance that the materials will reach the persons for whom they are written, thus reinforcing the concept of self-help through knowledge and proper information. Again, many of the handbooks produced in other locations have become the property of a local organization, the cost, in some instances, being far beyond what persons in the recipient group can afford to pay.

In closing, we would like to say a word or two about the movement for Welfare Rights as it is going on today. Recipients' organizations are forming almost daily throughout the city. Just about every organized group has a committee of welfare mothers working on specific grievances and complaints. The demand for information is great, since many of these committees act as "representatives," accompanying clients when a problem has to be dealt with at the Welfare Board.

Since our arrival in Newark, we have been advised of the following changes now taking place:

> Resignations of Caseworkers are on the increase and there is a serious shortage of personnel
>
> Caseworkers have been instructed not to hold checks, except for verified reasons, thus ending the practice of using the check as a means of getting in touch with a client who had not been at home when the Worker visited
>
> Caseworkers are not to talk to a client who comes in with his "representative" except in the presence of the Casework Supervisor

In discussing some of these changes in departmental procedure with Mr. Eugene Dotto, Administrator in charge of Field Operations, Mr. Dotto confirmed the personnel shortage and the directive regarding the holding of checks. He also told us that he had recommended to the Appropriations Committee that it should pay particular attention to the amount allotted for special needs in next year's budget i.e. winter clothing, refrigerators, furniture etc. He felt that this would be the area in which budgeting should reflect a substantial increase, since it had been apparent for some time that clients were asking for more things. It is our feeling that people are just beginning to realize only some of their entitlements under the welfare system.

Shirley Lacy

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

January 16, 1967

Mrs. Deborah Cole, Executive Director
The Aaron E. Norman Fund, Inc.
575 Madison Avenue
New York City, N.Y.

Dear Mrs. Cole:

Since our last report on the Newark Welfare Rights Project, we have concentra-our efforts mainly on the preparation and revision of materials for the guides, and on the implementation of the Orientation Program.

Effective as of January 1, 1967 recipients were granted a 5% increase in their grants. Along with this has come new methods of computation, some liberalizing of policy toward legally responsible relatives and a more clearly defined approach toward allowances for training programs and opportunities to go to college. We view this as a breakthrough and cannot help but feel that more changes will take place as people become even more informed about their rights and entitlements.

In regard to the guides, we have obtained the services of a professional writer, Will Chazen. He is in the process of changing the materials we have developed into the language style recommended by the proposal. We are projecting the following format:

Size : Approximately 6"x8"
Cover: Medium-hard; two-color
Binding : Spiral
Contents: The Introduction
  The Budget - specific examples by family size and income
  Eligibility, rights, special allowances
  Legal Action - Fair Hearings
  Where To Get Help - Information Centers, Organizations, Agencies that will assist welfare recipients, Legal and Medical
  Appendix - Charts and allowance schedules

A highly visible thumb index will identify each major section for the person using the guide.

■ president; Andrew E. Norman ■ vice presidents; William S. Ellis, Nannette Sachs ■ secretary; Ezra Levin ■ treasurer; Shelley Appleton ■ executive director; Marvin Rich ■ leadership development director; Ronnie M. Moore ■ legal director; Carl Rachlin ■ BOARD OF DIRECTORS; John P. Allison ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ J. T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

The guides will be directed mainly toward persons falling in the Aid to Dependent Children category, with some references to the programs for Disability, Old Age and Blind Assistance. Because of the variation in rules and regulations for General Assistance (Relief) we would like to handle this as a supplementary brochure.

The training of our distributors began in December with the first ten persons we had recruited through recipients' organizations. Three members of our Advisory Committee, one community organizer from the Design For Urban Education and two neighborhood Vista Volunteers have also attended the sessions. The training of our first group has ended. The assignment of areas and groups to be contacted by the distributors will be worked out in the final session of the new group with which we are working and those already trained. By the end of January our first twenty distributors will be ready to pre-test our draft guides.

The attendance and response of the persons working in the project has been extremely good. As a direct result of the information gained through the project two persons have elected to stimulate the organization of recipients in the areas where they live, working closely with leaders of other groups.

We have been approached by members of the Newark Community Union Project to conduct some of our sessions in their area so that more people can become involved in confronting the welfare board.

We have established contact with the Newark Pre-School Council which handles over 4,000 children, many of whom come from homes supplemented by welfare grants. A meeting between our project staff and theirs is currently being set up to work out distribution procedures among their families.

The Newark Senior Citizens Commission is in charge of the Surplus Food Program for needy families. They have expressed interest in the project and two of our distributors have already been assigned to work out details for reaching the persons who come to the ten centers that the Commission runs. Some are in store-front locations, others are in Neighborhood Houses.

To aid in the evaluation of the project, we have developed survey sheets with our research staff which will assist us in taking samplings of how much activity can be directly attributed to the project. These forms are to be placed with each cooperating organization and group, as well as in the neighborhood law offices of the Legal Services Project.

We are beginning to notice, even now, that some of our contacts at our project office are coming in through friends that we have worked with. We are beginning to be regarded in the community as the "experts" on welfare rights. With our limited staff, we are attempting to evaluate ways in which volunteers can can be used more productively.

Sincerely yours,

Shirley Lacy

Shirley Lacy
Director, Welfare
Program

2/18/67 Welfare

M FROM
ACHLIN

R.

re Letter of Credit;
CHASE MANHATTAN
DEPARTMENT OF
WELFARE

uring negotiations 10 days
with Commr Ginsberg, the
ssion at one point centered
d special grants to
s often, as much as
400. The clients complain
the money, instead of
g in one sum, it is
bled out to them in
amounts. The Depart-
said, on the other hand,
several hundred
and dollars are lost
month

---

cont'd

MEMORANDUM FROM
CARL RACHLIN

TO: MR.

I suggested that, sinc
they give the client a le
anyway announcing the
grant, this letter should
be a letter of credit
so that the client can
draw against it in any
amount she chooses. Th
should cut down on loss

Ginsberg thought it
had possibilities. I agree
to follow it up

I spoke to people at
Chase. They are definitely
interested, and have invi
me to lunch at Chas

Cont'd

MEMORANDUM FROM
CARL RACHLIN

TO: M.R

Manhattan to discuss it further.

I have written Ginsberg advising him I am following this up.

I realize now that it is much bigger than I originally thought since the regular allotments could be handled this way.

I'll keep you advised.

March 20, 1967

Mrs. Jo-Ann Levinson
129 East 92nd Street
New York, New York

Dear Jo-Ann:

I am enclosing a report on the pre-testing of the welfare manuals. Since this report was written we have revised the budget section substantially and now two-thirds of the welfare recipients can figure their own budget without help.

We made certain editorial revisions and have sent the copy to the printers for galley proofs. We will keep you informed.

Cordially,

Marvin

MR/lp
Enclosure:

March 20, 1967

Mr. Norman Hill
Legislative Representative
Industrial Union Department
AFL-CIO
815 Sixteenth Street, N.W.
Washington, D.C. 20006

Dear Norman:

I am enclosing a report on the pre-testing of the welfare manuals. Since this report was written we have revised the budget section substantially and now two-thirds of the welfare recipients can figure their own budget without help.

We made certain editorial revisions and have sent the copy to the printers for galley proofs. We will keep you informed.

Cordially,

Marv

MR/lp
Enclosure:

CHICAGO
CITY
COLLEGE

THE LOOP COLLEGE
64 EAST LAKE STREET • CHICAGO, ILLINOIS 60601 • 782-0200

Shirley

6 April 1967

Marv Rich, Exec. Dir.
Scholarship, Education, Defense Fund
150 Nassau Street
New York, N. Y. 10038

Dear Marv:

I spoke to Bob Laskow, President of Institute for Technological Training, and he will be pleased to have you and Shirley Lacey visit the school. As soon as you know your intended schedule to come to Chicago, let me know and I will complete the arrangements. If there is anything you want to see or do additional to this visit, don't hesitate to ask for my cooperation.

The enclosed article, written by the resident social worker at the school, who is employed by the Cook County Public Aid Commission, does give a fairly accurate picture of the school up to June. Since that time the school has grown a great deal and now occupies enlarged quarters to serve the larger number of students.

Cordially,

Ralph

Ralph Mansfield

THE KEY PUNCH TRAINING PROJECT
in the Cook County Department of Public Aid

by Lewis A. Leavitt, Program Coordinator

The Key Punch Training Project was initiated in October, 1965 as a demonstration project in the use of new approaches in the training of public assistance recipients for the semi-professional position of IBM Key Punch Operator. The Cook County and Illinois Departments of Public Aid made a purchase of services agreement with the Institute for Technological Training (a non-profit corporation) to provide both technical training in the operation of the IBM Key Punch Machine and preparation which would enable the student to face realistically the requirements of the world of work. Payment, in the amount of $900 per student, was not to be paid until the student had been placed in employment and had worked satisfactorily for a period of thirty days.

From its beginning last October to the present, the Key Punch Training Project has proved to be a dynamic, challenging, and rewarding experience for all concerned. At the end of June, 134 former ADC and GA recipients had been placed in employment. Only one has reapplied for assistance and this was because of a serious illness. The successful transformation from dependent recipient to independent Key Punch Operator, capable of maintaining exacting employment standards, has clearly demonstrated that, when tailor-made programming is offered, recipients can rise to the occasion and compete in today's labor market.

The requirements for admission to this program are very flexible. The prospective student must be a recipient of Aid to Dependent Children or General Assistance. She must have at least an 8th grade proficiency, and, most importantly, must be willing to engage in an aggressive attack on negative, binding attitudes that foster and perpetuate her economic dependency.

Administration

The content and supervision of the Project is under the direction of the Institute for Technological Training. The Program Coordinator, a staff member of the Public Assistance Division, arranges recruitment and processes the necessary authorizations for special training allowances. Student selection is made by the Institute staff in consultation with the coordinator. Supportive casework services are provided by the coordinator in consultation with the regular caseworker and the school staff.

The students

The average age of the students is twenty-eight. A special effort is being made to interest recipients, age 17 through 21, to help them break the generational ADC bind. So far, nineteen young women in this age group have been placed in employment.

Referral

Total referrals to the program, as of June 30, 1966, numbered 808. They have been referred from all the District offices, Housing Project offices, and from the Parent's Opportunity Program. Staff response to this project has been extremely cooperative.

Of those reporting for screening interviews, 353 have been accepted and 250 have been rejected. Those rejected have mainly been recipients who are over-age for potential job placements, persons with less than 8th grade education, persons with physical limitations that would preclude training and placement, and those who do not possess sufficient maturity to complete the training program.

Two hundred and six applicants did not report for their interviews. The letter which is sent advises the prospective student that she is invited to participate in the project. Obviously, several have chosen not to enroll. It is the opinion of the school faculty that only those recipients who are genuinely interested in the program will complete training. Therefore, they are not overly concerned about those who fail to report. The referring caseworker then takes action as warranted, usually referring those not reporting to other forms of training.

Training time

Students in the Key Punch Training Project progress at their own rate. There is no prescribed training cycle. The average student requires thirteen weeks to complete the total course. However, the range has been anywhere from five weeks to twenty-eight weeks. Students remain in the program until: (1) they are able to make the required strokes per hour; (2) they are, in the opinion of the orientation teacher, ready to accept employment; and, (3) are, in fact, placed in employment.

Those harder to place remain in the program a longer time. More than one-third of the students have been receiving assistance for over five years; the remaining two-thirds have been recipients for less than five years. They have an average of 2.8 children. One of the most successful placements, however, was that of a mother of eleven minor children who completed training without a single absence, and has been employed regularly since December. Again, the individual motivation of the student is the key factor. Length of time on assistance has not been a critical point—both short term and "hard core" alike have responded positively to the training provided.

Assistance savings

A random sample of forty-six placements was used to estimate the average public assistance grant prior to placement. The average amounted to $210 per month, with a range from $57 to $326. When projected, the training cost of $900 per student is repaid, in terms of saved grants, after five months of employment. The individual-case yearly grant savings can amount to over $2,000 per placed recipient; projected to 134 placements, after deducting training costs, adding medical capitation and other allowances, the Key Punch Training Project has already saved an estimated $100,000 in grants after only ten months of operation.

In human terms, it has enabled over one hundred and thirty people to find a new place in their society with the respect and honor accorded to the employed, semi-professional IBM Key Punch operator. The impact of this positive social mobility on the mother, as well as on her family, has been tremendous.

Women in this Key Punch Training Program classroom practice and develop their skills.

Training sequence

The Key Punch Training Project can be divided into three inter-related learning processes: Orientation, Machine Operation, and Placement.

Students attend school five days per week, six hours per day. They punch a time clock at the beginning of their day and spend three hours in orientation, and three hours in machine practice and instruction. The school is run like a business office. Decorum is emphasized and opportunities for socialization are provided within the structure of the business setting. Students are required to be properly dressed, and are taught how to utilize their wardrobes effectively. They are taught from the very beginning that they must project an image consistent with their office role and to take pride in this accomplishment.

The school is located in a prestige Loop office building. The students, many of whom have never been out of their ghetto, are thus introduced to the expectations of social interaction in the wider perspective of the commercial world.

Each activity is geared to produce a final graduate who will prove to be a dependable, loyal, and responsible employee able to hold her own in the competitive business world.

Orientation

A unique feature of the Key Punch Training Project is the orientation program. It is the philosophy of the Project staff that the trainee must be seen as an individual and that approaches to problem-solving must be tailor-made to the needs of her immediate reality. Expectations, based on middle-class standards, are not conducive to a successful job placement when they are presented in a vacuum. Therefore, in the orientation period, students are accepted where they are and the staff begins from this starting point. Training needs can range from speech improvement for people who are accustomed to shouting and speaking only in short phrases, to instruction in grooming, and the use of cosmetics. The trainee is also taught how to be comfortable in an essentially white, middle-class office situation.

In the orientation classes, the students learn basic office procedures and practices. They are helped to build confidence in themselves, dispelling the "those people" image of the ADC mother. They are assisted in the development of a realistic appraisal of their individual strengths and weaknesses, in an effort to replace the often held negative conception of self in society with a positive self-image.

Underlying all phases of the orientation classes is an attempt to instill a sense of employment responsibility in the students.

One of the essential goals of the orientation program is to show the former recipient that she can enter the "mainstream" and become a functional member of society; that she now has something to give. This realization often is an amazing revelation to the student. So many have become accustomed to only receiving that they find the act of giving a thrilling, heartwarming and new experience.

The orientation staff consists of one head teacher and three staff teachers. They have been selected for their ability to convey genuine understanding and acceptance to the students. If the teacher cannot communicate effectively with the students, and be successful in instilling positive motivation for change, she is not retained. Proven ability is in many ways more important than prior educational background. One of the most effective teachers is, herself, a former ADC recipient.

Trite as it may sound, her students see her as a shining light because her own life experience has proved that change is possible for the socially and culturally deprived. This basic identification is essential to motivating the student to accept the enormity of the change she must face when she becomes an employed IBM Key Punch operator.

Machine operation

Students are trained to operate the 026 and 024 IBM Key Punch machines and the 056 Verifier. In order to qualify for placement, the student must be able to produce 8,000 strokes per hour Numeric, 7,000 strokes per hour Alpha and 6,500 strokes per hour Alpha and Numeric with an allowable error of 2 percent.

In addition to the operation of the Key Punch machines, the students spend at least eighteen instruction hours in the preparation and use of both normal and alternative program cards.

Students also become familiar with the 402 IBM Tabulator, the 082 Sorting Machine and 514 Interpreter. They are taught mainly from raw data and thus develop a practical insight about their role in the total automation process. By working not only with the Key Punch machines, but with related equipment as well, the student can see beyond the punched card and begin to grasp the significance of their individual place in the overall company process. This awareness is very meaningful to people who have been isolated from the dynamic fiber of their society.

Because of the dearth of appropriate teaching materials for this group, the staff have developed many of their own texts and teaching methods. Again, as with the orientation classes, they have been tailored to the needs of the students.

Together, the orientation classes and the machine practice classes provide the student with not only the skills necessary to operate the machines but also with the ability to function in the office climate. This transition from ADC recipient to respected office worker has occurred in 134 instances to date.

The placement process

Referrals for job placements are handled by the school. Working together with the orientation and machine staffs, placement personnel prepare the student for the actual employment interview.

Job openings are solicited from the Chicago business community and from local governmental units that use IBM Data Processing Units.

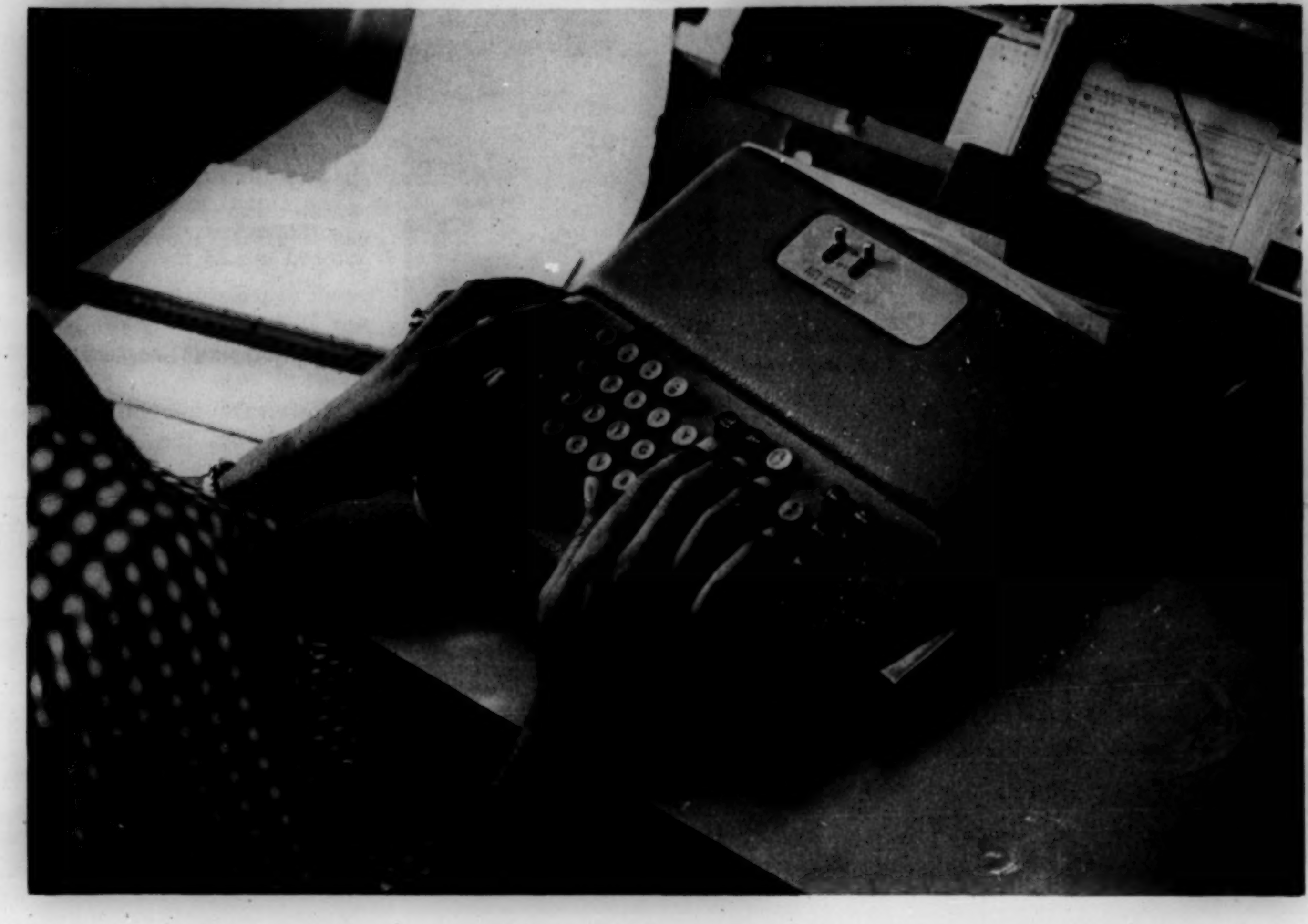
Students are intensively prepared for their job interviews. They are fully informed about the job and its requirements. They discuss in depth how to handle the interview situation and how they can best present a positive image. If they are not hired after their interview, the reasons are discussed and efforts are made to identify problems and apply corrective measures.

Placements, then, are also geared to the needs of the students. The students are personalized to such a degree that they are anxious to keep their appointments and are able to muster sufficient energy to continue until they are accepted for employment. Some students are placed on their first interview; several, however, must face many before they are hired.

Over sixty of the largest corporations in Chicago now employ graduates from the Key Punch Training Project. The average beginning salary is $300 with a range from $277 to $450.

The success of this program has shown that, when given the opportunity, the public assistance recipient will accept and adapt to change.

An Opportunity For Change



KEY PUNCH JOBS

Referrals can be made through your District Office Vocational Counselor, to Supervisor, KEY PUNCH TRAINING, CAO, or by direct walk-ins to the:

INSTITUTE FOR TECHNOLOGICAL TRAINING
9 West Washington Blvd. - Room 460

For additional information, please feel free to contact Mr. Lewis A. Leavitt, Supervisor, KEY PUNCH TRAINING, Central Administrative Office, AN3-4004-Ext. 267.

1310 Wright Ave.
Little Rock, Ark.
May 24, 1967

SEDFRE
Miss Shirley Lacy
Room 1030
150 Nassau Street
New York, N.Y.

Dear Miss Lacy:

On May 23, 1967, I met Mr. Spiver Gordon in Little Rock. He informed me that you were in charge of the SEDFRE Welfare program. Unfortunately, he could not give me any information as to what kind of work is being done. Therefore, I am writing this letter, which is exploratory in nature.

I have been doing some work in the area of welfare research and community organizing. I have been attempting to ascertain the degree and kinds of discrimination that exist, how the local welfare offices manipulate the situation, what kind of legislation is needed, etc. etc. At the same time I have attempted to organize local groups to pressure the local welfare offices. These are welfare education groups. I did an eight week study in two counties (Phillips and St. Francis). The work was funded by a small grant from the Southern Regional Council; the grant has run out, but the work needs to continue. If you are interested in the work I can send you my field reports and other materials so that you will have a better idea of what I have been doing.

The following is a sketch of personal background material. I have a B. A. degree in Sociology from Hunter College in New York City. I came to Arkansas in February, 1965 as an organizer

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JUN 14 1967

SEDF

for the Student Nonviolent Coordinating Committee (SNCC). I was project director for three counties (Phillips, Lee and Monroe) in Eastern Arkansas, for seventeen (17) months. I then came to Little Rock to help coordinate activities. I left SNCC's staff in January, 1967 and have been free-lancing ever since. I have been developing programs for Eastern and Southern Arkansas since January. I am **married** to a girl that I met in West Helena, Phillips County, Ark.

While I was still in New York City (my home) (1963-1964) I worked for the Harlem Education Project, which was part of the Northern Student Movement and with HARYOU, doing field research during the planning stages of the project.

If you are interested in my work and wish further information please let me know.

Peace, Freedom & Power
Howard Himmelbaum
Howard Himmelbaum

MEMORANDUM

TO: Carl Rachlin
Julian Brown

FROM: John D. Due, Jr.

RE: Welfare Rights

DATED: May 26, 1967

Miss Beatrice Golden, Negro, citizen of Florida, lives at 830 Golden Street, Tallahassee, she began renting from Jack Green, May, 1966, an old house at $35.00 per month. In June 1966, she fell through a step and injured her leg. She hasn't been able to continue her employment as cook chef, at $60.00, since her injury. Is now unemployed and the land lord is threating to evict her from the premises for Non-payment of rent for three (3) months.

I advised her to go to the local welfare office for financial and medical assistance and also advised her that under the present law, landlords are not liable to tenants resulting from defective premises unless there had been an express duty to perform, or, had concealed facts which the tenant couldn't reasonably discover.

Query to Carl: Wouldn't SEDFRE be interested in assuming a test case regarding this landlord-tenant relationship on the theory that the Common Law is discriminatory on the grounds of poverty and on an Equity theory that the common law is inadequate wherein the unequal economic position's results in unfair dealing?

Julian: Shepherdize and anwtate Alzugary V. Markowitz (1964, Florida APP) 163 So7d 8, do not limit to Florida. Check present English Common Law. Check immediately LSCRRC National Office for memos on above question, as to borrow or send bill to John Due, Tallahassee, check also with Steve Nagler c/o SEDFRE. Projections: For New York Law in Light of Fred Gray. Discuss with Levinson and Stanley.

Addendum:

She has been denied medical treatment and rental assistance. Shall proceed with appeal.

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MAY 31 19
SEDF

Welfare

[ca June 14, 1967]

Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

Dear Mr. Himmelbaum,

I was extremely interested to hear of your work in welfare research and community organization. I would appreciate your sharing your findings with me as they relate to the problems of welfare recipients.

At the present time, I am working under a special grant which will soon end. The Scholarship, Education and Defense Fund for Racial Equality is in the process of evaluating its work of the past year developing manuals of information for welfare recipients on their rights and entitlements. Our plans for future expansion of our program are still pretty vague, since funds to continue any kind of program in this area will have to be sought.

However, I am more than willing to forward your letter to the executive director of SEDFRE. I am certain that he will give it every consideration. His name is Marvin Rich.

Dollars and dignity,

(Mrs.) Shirley Lacy
Director, Welfare Program

RECEIVED
JUN 14 1967
SEDF

SL/mrf
cc:Marvin Rich

W-1

THE CITY OF NEW YORK
DEPARTMENT OF WELFARE
250 CHURCH STREET
NEW YORK, N. Y. 10013
TELEPHONE 344-8700

MITCHELL I. GINSBERG
COMMISSIONER

June 14, 1967

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense Fund
For Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Thank you for your thoughtful letter concerning my testimony before the Senate Sub-Committee on Employment, Manpower and Poverty.

I appreciate your taking the time to share your warm response with me.

Sincerely,

Mitchell I. Ginsberg

Mitchell I. Ginsberg
Commissioner of Welfare

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7/7/67

To : Marvin Rich, Executive Director

From: Shirley Lacy, Welfare Director

Welfare Rights Orientation Program

The training phase of the project is now in full operation with sessions held twice a week on Monday mornings from 10:00 AM to 12:00 noon, and on Wednesday afternoons, from 2:00 PM to 4:00 PM. The majority of the participants in both groups are recipients, mainly ADC mothers. There are no male recipients in either group. In addition, there are a number of community workers, Vista Volunteers and persons interested in welfare rights in nearby communities such as East Orange, Vaux Hall and New Brunswick who also attend the sessions.

The Wednesday afternoon group is a more cohesive group since most of the participants have been attending over the last 6to 8 weeks. On the whole, attendance is steady, except for those sessions which occur around check day. (The 1st of every month is the period of greatest complaint among recipients, since it is the time when they find out what changes have been made in their grants.) Most clients call when they cannot attend.

I had originally planned to have each potential distributor attend 3 sessions, and return just before the booklet was to be released,for a brush-up and briefing on any new changes. This has not proved feasible. One reason is that the material cannot really be handled in 3 sessions. Secondly, as the recipients become more familiar with the materials we have prepared, they begin to participate much more freely in the discussions and raise a number of questions which the manual can only deal with in fairly general terms. For example, the section on the "man-in-the-house was of such interest to a number of the participants, that many questions of legality were raised by the clients themselves. The discussions are kept pretty free flowing and it is interesting to hear clients express themselves in terms of"their rights", which are in fact, constitutional questions which people not on welfare rarely have to face.

The Monday morning group is used mainly for people who miss the Wednesday session, who want to go into certain specific welfare problems, for people who are interested in learning something about welfare but who cannot commit themselves to attending the regular sessions. It is to these sessions that non-welfare recipients are mainly invited, since the techniques of working with people who will not be involved in the distribution program vary somewhat from those used with the Wednesday group.

From the orientation program, we now have a minimum of 35 to 40 persons who will be able to start distributing the manuals as soon as they are ready. This does not include the spanish-speaking participants of whom there are 4. In addition, contact is maintained with welfare groups organized through the Area Boards, Vista workers, Headstart community service workers (the Newark Pre-School Council). Each of these groups looks to the project for help with welfare problems. Each will take some responsibility for getting manuals distributed in their neighborhood.

7/7/67

To : Marvin Rich, Executive Director

From: Shirley Lacy, Welfare Director

Re: Project Staff

On June 5th, Gladys Thomas left the project to become an interne in the Rutgers Community Action Training Institute. She has been assigned to Norman Hill and is fitting into the program very well. Norman tells me that she is one of his best community surveyors. This is a union effort to organize the low skilled and unskilled working in small shops and in the "sweat shop" industries of Newark. The program is expected to last a long time.

Over the past month, I have attempted to fill Gladys' place with trainees from the anti-poverty agency, COPE (Careers Oriented toward Preparation for Employment.) Norma Lugo is bi-lingual, speaking both English and "Puerto Rican." Her typing and steno skills are quite good. Her spelling in both English and Spanish leave something to be desired. However, she is very helpful in interpreting for the spanish-speaking clients who come to the office on welfare problems.

Effie Allen is the other trainee from COPE, sent to me as a receptionist-clerk with little typing ability. Over the past month, her speed has picked up and she is now able to cut stencils. Her work is still slow but she is accurate and careful. She is efficient and dedicated to her work. She is attending evening classes in typing. I have suggested that she also take some type of shorthand.

Both trainees are high school graduates and, under the COPE program, must spend one day a week looking for a job. In addition, their counselors have them come to classes, 2 hours a week, for individual and group counseling. The trainees work a maximum of 6 hours per day.

There are also several welfare mothers who give time on an "as needed" basis. I do have to cover their carfare and child care expenses. They receive no other compensation. They help out in the training program, collate and staple materials, help proofread and cover the phones when the COPE trainees are not around.

On 7/6/67, I was visited by two law students who are working in Newark this summer as Vista Associates. They operate out of the Newark Legal Services Project but are free to work with almost any community group. Their interest is specifically in welfare.

They are completing a first draft of a manual on General Assistance. They particularly liked our section on "Your Personal Rights," and would like to incorporate it into their booklet. They would like to give time to the welfare project as soon as they have completed their writing. From what I was able to see of their first draft, I have suggested that they talk to our legal department or some of the attorneys at Columbia. They have essentially taken the manual and paraphrased it to make it more readible. If published in this form, I pointed out to them, ~~that~~ they will only be upholding the local welfare office in its arbitrary administrative practices and lawlessness.

In addition to dealing with the rights and entitlements of welfare rerecipients, I have brought in a former caseworker and member of CORE to discuss fair hearings in greater depth; Phil Hutchins, a community organizer with the Newark Community Union Project spoke to the group on housing rights and code enforcement; a caseworker presently working at the Essex County Welfare Board spoke to the group at their last session om going after special needs, particularly furniture and clothing items. He drew a good deal of laughter from the group when he finished by telling them that they would end up knowing "more than us. We don't know the rules, certainly, not all of them."

Each participant in the project receives a kit containing excerpts from the manual, a fact sheet on the project, the SEDFRE brochure, a budget sheet and one or two other items related to welfare.

RECEIVED

AUG 7 1967

[illegible]

Newark [illegible]
112 South [illegible]
Newark, [illegible]
August [illegible], 19[illegible]

Harold L. [illegible]
[illegible] Life and Services, Inc.
[illegible] Street
New York, New York

Dear Mr. [illegible]:

This is to advise you of the present furnishings [illegible]
our Newark office, located at 112 South Orange [illegible]

Quantity	Item
11	Folding chairs
1 doz.	Folding chairs
1	Underwood standard typewriter (T??5) Serial No. 91[illegible]770
1	Olympia electric typewriter (SG-[illegible]) Serial No. 1211[illegible]
1	Olympia standard typewriter (SG-3) Serial No. 7-1[illegible]
1	20 inch Toastmaster Fan

Quantity	Item	Cost
[illegible]	10 ~~20 inch Toastmaster Fan~~	on loan from [illegible] [illegible] [illegible] Newark, N. J.
1	20 inch General Electric Fan	on loan from [illegible] Baer, 135 [illegible] Englewood, N.J.
1	10 inch Dominion Fan	on loan from [illegible] Baer, 135 [illegible] Englewood, N. J.
1	Wollensak Tape Recorder owned by SEDFRE	$125.00

All other items in the office remain as reported in [illegible] of April 10, 1967 with the following exceptions: 1 portable [illegible] Corona, typewriter borrowed from Byron Baer has been returned [illegible] The IBM electric typewriter rented from Setis Office Machines [illegible] has been exchanged for the Underwood standard indicated in the [illegible] list.

I am enclosing the only records I have for each of the typewriters rented.

Sincerely yours,

Shirley Lacy (Mrs.)
Project Director

SL:ea
cc: Marvin Rich

August, 1967

Sent out with mass Mailing of welfare manual and also all requests for manual.

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

August 16, 1967

Dear Friend:

The enclosed booklet is being issued by SEDFRE as part of a project designed to give welfare clients in Newark a fuller and clearer understanding of their legal rights. It was prepared under the direction of Shirley Lacy of SEDFRE, with the cooperation of the Center for Social Welfare Policy and Law of the Columbia University School of Social Work. A group of welfare clients provided, from their firsthand experience, knowledge of what was needed in the way of specific information.

The booklet will be distributed in Newark by various welfare-client groups, tenant organizations, civil rights and civic organizations. The entire project will be evaluated by Dr. Maury Hillson of Rutgers University. It is our hope that the booklet will serve as a model of what can and should be done in other cities throughout the country.

In addition to preparing this manual, Mrs. Lacy has been instructing groups of welfare clients in welfare procedures. Although fewer than one hundred have been involved in this training to-date, it is believed that they are using the knowledge and skill acquired to help other welfare clients in their neighborhoods. This is in line with SEDFRE's policy of encouraging and training leaders of the poor--Negro and white alike--in constructive action.

I would be interested in your comments on the booklet and the project.

Sincerely yours,

Marvin Rich

Marvin Rich
Executive Director

Enclosure:

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas, *chairman* ■ John P. Allison ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S. J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ James T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard L. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

THE NATION 333 SIXTH AVE. • NEW YORK, N.Y. 10014
CHelsea 2-8400

21 August 1967

RECEIVED
AUG 24 1967
SEDF

Marvin Rich, Exec. Director
SEDFRE, Inc.
150 Nassau Street
New York 10038

Dear Mr. Rich,

I have just received the booklet, "Your Welfare Rights", published on behalf of Newark welfare recipients.

You ask for comment. I think it is an excellent job, extremely clear and useful. It demonstrates an awareness which troubled people do not generally realize exists. If any one cause could be said to be central to today's urban violence, I think it must be the sense so many have of being totally ignored, of lack of awareness of them and of their problems on the part of the existing establishment of power in the city.

Addonizio and his kind should have their noses rubbed in this. Cavanagh and Lindsay and Naphtalin and Lee have the message, but too few have not: it needs to be spread horizontally and vertically, both up and down; your booklet is a fine contribution to the latter.

Sincerely,

James J. Storrow jr.
Publisher

P.S.
(over)

P.S. If you wish, you might send copies to:

Mr. Travis Pugh
Director, Unit 88
Prospect Welfare Centre
250 Livingston St., Bklyn.

and Lewis M. Moroze
N.J. Political Alliance for Peace & Human Rights
7 Park St.
Montclair, N.J.

J.S.

8/24 Manuals forwarded, wrote a note saying they were sent at Starrow's suggestion.

JH

THE AARON E. NORMAN FUND, INC.
575 MADISON AVENUE
NEW YORK, N.Y. 10022

OFFICERS & DIRECTORS
RUTH ALICE N. HALSBAND
PRESIDENT
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LUCINDA W. BUNNEN
DOROTHY S. NORMAN

August 29, 1967

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense Fund
for Racial Equality
150 Nassau Street
New York, N.Y. 10038

Dear Marv:

I am pleased to enclose a check in the amount of $950 to cover the artist's work and editorial fees for the Newark Welfare Rights booklet. Please acknowledge receipt thereof at your convenience.

Sincerely,

DMC per jm

(Mrs.) Deborah M. Cole
Executive Secretary

DMC/jm
Enc. (Dictated but
not read)

R[illegible]D

AUG 30 1967

SEDF

RECEIVED
SEP 11 1967
SEDF

440 Riverside Drive
New York, N. Y. 10027
September 9, 1967

Mr. Marvin Rich, Executive Dir.
SEDF - RE
150 Nassau Street
New York, N. Y. 10038

Dear Marv,

This is to congratulate SEDF - RE on the publication Your Welfare Rights. I think that SEDF-RE has done an important job - and I am hoping that it will receive wide and serious use.

I was a little chagrined not to find the name and/or picture of Shirley Lacey in it. I meant to speak to you in person about this matter in Virginia, but as you recall it was necessary for me to dash away.

This was a unique opportunity to accredit Shirley's skills, to spread the wealth and to demonstrate black power. What do you think?

Stay loose.

Sincerely,

Preston R Wilcox

Preston R. Wilcox

RECEIVED

SEP 20 1967

SEDF

THE UNIVERSITY OF MICHIGAN
LAW SCHOOL
HUTCHINS HALL
ANN ARBOR, MICHIGAN 48104

September 18, 1967

Mr. Marvin Rich
Executive Director
Scholarship, Education and
Defense=Fund for Racial Equality
150 Nassau Street
New York, New York, 10038

Dear Mr. Rich:

Professor Feingold of the medical care organization of the Public Health Department of this University has shown me a copy of the pamphlet "Your Welfare Rights". I would appreciate a copy for my own use. Professor White and I at the Law School are giving a training program this summer for fifty young lawyers who will be working in neighborhood law clinics in various cities, and I am also interested in possibly emulating the pamphlet in Michigan.

Sincerely yours,

Robert J. Harris

Robert J. Harris
Professor of Law

RJH:amb

September 20, 1967

Robert J. Harris
Professor of Law
The University of Michigan Law School
Hutchins Hall
Ann Arbor, Michigan 48104

Dear Professor Harris:

I have enclosed a copy of the Welfare Rights manual. Our entire program is being evaluated by Rutgers University. We also intend to publish later a description of the process by which this manual was prepared and used.

The manual was designed for wide distribution among welfare recipients. However, we have also provided fairly intensive training for welfare advocates from clients' groups. We feel that the manual without trained advocates would be inadequate, and certainly the printed word is essential to give the client and the advocate a sense of confidence and authority.

Sincerely,

Marvin Rich
Executive Director

Enclosure as stated

E
ION
333 SIXTH AVE. • NEW YORK, N.Y. 10014
242-8400

20 September 1967

Triny,

ks for the note. I look forward
eeing you in mid-October.

n't know what to say about Marvin
. I wrote him this summer but got
nswer. His organization prepared a
let for use in New Jersey which I
ght was good. I had hoped to hear
him to discuss this sort of thing
where. Also I know next to nothing
t SEDFRE. Is it the successor to
CORE organization? Do you have its
ess?

ut on a quite successful conference
.A. on 25 February, and I was there
hat time. Guess I picked the wrong
!

to Corty, and hope to see you soon.

Best,

James.

---

triny

Courtie and I have long been of the opinion that Stoorow
is a touch kookie,so is(conf dential)his old college room-
mate,Ellis Sard.The enclosed is certainly nuts but you can
take it from there.I will make an effort over him on our r
turn which,incidentally,will be the night of October I6th.

I have written Bob Straus and asked about a direct approac
from us to the foundation.

Ed Norton told me that he is in Paul,Weiss.They have the r
clients ever.Ed appears to do a lot of work directly with
Garrison.It occurred to me that we could make with this co
tion and at the same time have an attractive,intelligent b
member who also happens to be a Negro.

T.

September 23rd [1967]

September 28, 1967

Dr. John M. Brewer
Assistant Director, Compensatory Education
The Board of Public Education
Administration Building
341 S. Bellefield Avenue
Pittsburgh, Pennsylvania 15213

Dear Dr. Brewer:

The enclosed booklet has been issued by SEDFRE as part of a project designed to give welfare clients in Newark a fuller and clearer understanding of their legal rights. It was prepared under the direction of Mrs. Shirley Lacy of SEDFRE, with the cooperation of the Center for Social Welfare Policy and Law of the Columbia University School of Social Work. A group of welfare clients provided, from their firsthand experience, knowledge of what was needed in the way of specific information.

The booklet has been distributed in Newark by various welfare-client groups, tenant organizations, civil rights and civic organizations. The entire project will be evaluated by Dr. Maury Hillson of Rutgers University. It is our hope that the booklet will serve as a model of what can and should be done in other cities throughout the country.

In addition to preparing this manual, Mrs. Lacy has been instructing groups of welfare clients in welfare procedures. Although fewer than one hundred have been involved in this training to-date, it is believed that they are using the knowledge and skill acquired to help other welfare clients in their neighborhoods. This is in line with SEDFRE's policy of encouraging and training leaders of the poor -- Negro and white alike -- in constructive action.

I would be interested in your comments on the booklet and the project.

Sincerely yours,

Marvin Rich
Executive Director

MR:at
Enclosure

9/29/67

In addition to Dr. John M. Brewer the following received attached letter:

Dr. Aaron Brown
1468 President St., Bklyn 11213

Dr. Edward M. Brice
US Dept. of HEW, Washington, DC

Dr. William L. Cash, Jr.
US Dept. of HEW, Washington, DC

Dr. Regina Goff
US Dept. of HEW, Washington, DC

Mr. Gerald Elbers
US Dept. of HEW, Washington, DC

Mr. William W. Harleaux
716 Taylor St., Plaquemine, La. 70764

Mrs. Carol Hobson
US Dept. of HEW, Washington, DC

Mrs. Jane Tresville
4335 Andover St., Pittsburgh, Pa. 15213

Wesley S. Williams, Esq.
620 Fifth St., NW, Washington, DC 20001

Miss Harriet Ziskin
US Commission on Civil Rights
1701 Pennsylvania Ave., NW, Washington, DC

September 29, 1967

James J. Storrow, Jr.
Publisher
The NATION
333 Sixth Avenue
New York, N.Y. 10014

Dear Mr. Storrow:

Triny Barnes sent me a copy of your most recent note. I am chagrined. I thought your first note to me was a warm note of commendation and that's all. Shirley Lacy who directs our Welfare Project and I would be anxious to meet with you to discuss the project in Newark as well as its implications for other communities.

I am enclosing a clipping from one of the Newark papers which maybe of interest.

Cordially,

Marvin Rich
Executive Director

s bcc: Farber
Barnes
Lacy
Enclosure as stated

September 29, 1967

Preston R. Wilcox
440 Riverside Drive
New York, N.Y. 10027

Dear Preston:

Thanks so much for your note on our Welfare Rights pamphlet. We are trying to distribute it as widely as we can.

I think you are right about giving Shirley Lacy some identification in the pamphlet. We tried to do two things with the photograph of Nils Douglas. To identify the national chairman of our organization, as well as the project, as black. Unfortunately, Nils does not photograph very black. I am not really sure whether the pamphlet demonstrated black power. Certainly it could not have been done without Shirley's organizing skills, dedication and insight. On the other hand, we also needed some of that green stuff from the Norman Foundation and the legal analysis of Brian Glick.

Cordially,

Marvin Rich
Executive Director

Signed in Mr. Rich's absence

THE
NATION
333 SIXTH AVE. • NEW YORK, [illegible]
242-8400

October 2, 1967

Mr. Marvin Rich
S.E.D.F.R.E.
150 Nassau Street
New York, N.Y. 10038

Dear Mr. Rich:

Thank you for your letter of the 29th. I would be most happy to meet you and Miss Lacy at your convenience. I would appreciate knowing more about SEDFRE. Do you have activities in cities other than Newark?

You are quite correct in that I was greatly impressed with what you did last summer, and wrote inquiring whether you had thought of undertaking similar activities in other cities. I am still very much interested in learning of any plans you may have to do so.

Sincerely,

James J. Storrow Jr.
Publisher

RECEIVED
OCT 3 1967
SEDF

October 5, 1967

To: Marvin Rich, Executive Director

From: Shirley Lacy

Subject: The Welfare Rights Project

As our special project now draws to a close, I am able to report that this has been a successful effort and that the project is having impact on the community. As we might have predicted from the beginning, things are really just beginning to move at a time when our financial future is so uncertain.

Dr. Maury Hillson and Robert Melican of Rutgers University have started on the evaluation of the project. A copy of the first half of the interview schedule is attached.

The surveys are being made by 20 persons from the community. With the exception of 2 people who are community organizers, the persons making the surveys are recipients. Bob Melican has trained each one in how the interviews are to be conducted. Each of the interviewers has had training in welfare rights, and is enthusiastic about this part of the project.

Names of respondents have been left off deliberately, but there is enough information on the schedule to guide the interviewer back to the house for the second half of the interview. A period of about 6 weeks will be allowed between interviews. A booklet will be left with each person interviewed on the first visit.

A random sampling of 300 interviews will be taken. The final report will be based on 100-125 of these. Strict controls of the schedules are being kept and each schedule has been pre-numbered. A target date for the final tabulation and report has been set for late December.

The response to the handbooks has been extremely encouraging. Requests come in daily for booklets and speakers. Most are made by phone but the agencies usually put their requests in writing. Community Service Workers in the Pre-School program have been the most responsive of all community groups in setting up meetings. There are days when as many as 6 of the distributors are conducting meetings in church basements simultaneously. The National Council of Negro Women held an all-day seminar on urban problems and took 300 handbooks for distribution. On November 9th, the National Council of Jewish Women will hold a similar seminar to which I have been invited to speak on the role of the volunteer in anti-poverty programs-public and private.

CAP agencies in Passaic, Atlantic City, Plainfield, Union and Middlesex Counties have requested booklets. Legal service attorneys in Jersey City and those working in the N.Y.U. Project on Social Welfare Law have called for handbooks.

Perhaps the most unexpected response of all has come from caseworkers at the Essex County Welfare Board. Five have come in person to request supplies enough for their entire caseload. Clients report that some caseworkers are asking them for copies of the booklets. A source of information at the welfare board advises me that a number of caseworkers are using the handbook to prepare for promotional exams.

Robert Littman of the Newark Legal Services Project reports that clients are beginning to come into his office with the booklets in hand, asking his help in getting some of the things they need and have asked for.

The handbook is being used as a text in the Rutgers Interne Program and in the Ruters Seminar on urban problems. "Operation We Care" has begun reprinting sections of the booklet in its monthly bulletin which is sent to members of the Area Board.

Visitors to the Project from CAP agencies in Louisville, Kentucky, Cleveland, Ohio and Suffolk County, N. Y. have indicated their intention to use the booklet as a model for welfare Rights handbooks in these communities.

At the request of the State Welfare Public Information Office, I have sent copies to Trenton. I have received no reaction from state officials. I feel, however, that our booklet has put the State on the defensive. State officials are very much aware that increased requests for fair hearing will cost the State money, not only in granting what has been denied, but in the actual administration of the fair hearing process itself. Local welfare administrators have been equally silent about the booklets.

The handbook is serving as an organizing tool. 3 new client groups have formed since the booklets were first released. Mothers are realizing the need to band together and approach their problems with the welfare board from an organizational rather than individual point of view.

There is no doubt that recipients want to see the Project continue. Marian Kidd, and her co- leaders have been meeting with the Greater Newark Council of Churches, the American Friends Service Committee and the Alliance sent a check to the Project for $60.00 which the clients asked to have applied to our phone bill.

I have prepared a proposal for the Council of Churches with the advice and cooperation of the recipient leaders.
I have purposely not included my salary or expenses in this proposal because of the number of problems that would arise regarding direction, conflict in goals with SEDFRE, sponsorship, etc. A meeting between Rev. Kim Jefferson, Rev. Homer Tucker and myself will take place on Oct 6 to discuss the proposal.
A report of this meeting will follow.

SAMPLE COPY

Scholarship, Education and Defense Fund for Racial Equality
112 South Orange Avenue
Newark, N. J.
624-7747

Address________________________ Public Housing Yes__ No__

Respondant Male__ Female__ Apt#___ Phone____________

Location in House Front__ Rear__ Floor______

I am from the Newark, Welfare Rights project which is interested in making sure that all the families in the City of Newark are informed about their legal right to public welfare.

We have developed a pamphlet which will tell you what your rights are and how you can calculate your budget so that you as a citizen will know what you are entitled to no matter what your caseworker may have said to you.

1. May I ask you are you presently on Public Welfare?

Yes__ No__

(If the answer is no, thank the person very much for their time and explain that since the pamphlet that has been developed for the use of those on Public Welfare that your survey does not involve them.)

2. Do you receive City_____or County_____Welfare? (check one)

(If the person is on city welfare inform them of the nearest welfare rights organization from the list on the back of the pamphlet and tell them that the booklet that has been developed is for those who are presently on County Welfare only)

So that we might know how this booklet is in helping you understand your welfare rights we would like to ask you if you would answer several questions for us now and more questions several weeks from now after you have had a chance to look through the booklet.

(If the person does not wish to answer any questions thank them for their time and continue to the next house number on you list.)

3. How long have you lived at your present address?

1 year or less_____

1 Or 2 years_______

2 or more years____

4. How many times have you moved within the City of Newark in the past five years? ___________________

5. Do you have any children? Yes__ No__ How many______

6. How old are they?

1.__
2.__
3.__
4.__
5.__
6.__
7.__
8.__
9.__
10.__
11.__
12.__

7. How long have you been on Public Welfare?________years

8. How did you know you were eligible for public welfare in Newark?

______________Parents were on Welfare.

______________A friend told you

______________You were told by the local area board of the United Community Corporation.

______________A welfare rights group explained your rights to public welfare

___ _________Other (Please explain)

____

____

____

9. Are you

1. single___

2. married___

3. separated___

4. divorced____

9a. If separated or divorced do you receive support?

Yes__ No__

10. What was the last grade you completed in school?________

11. Do you belong to any community groups or organizations?

Yes___ No___

(If yes) would you tell me what organizations you belong to?

1. ____________________	5.______________________
2.____________________	6.______________________
3.____________________	7.______________________
4.____________________	8.______________________

12. Are you the only adult in your household that is on the Welfare Check? Yes___ No___

13. Does your rent include heat and hot water? Yes__ No__

14. Would you mind telling us how much rent you have to pay?

If figure is given $______________

15. Does your rent include gas and electric? Yes__ No__

16. Are there other people living with you in your apartment who are not on your Welfare Check? Yes__ No__

17. Does anyone else contribute to your financial support?

Yes__ No__

18. How much do you need each month to support you and your family as you would like to each month? $____________

19. How much do you receive from Welfare each month? $_____

We would now like to ask you some questions about Welfare

20. Under Public Welfare can you save or put aside money that you may have received from your parents or relatives as an inheritence for your children's education or does the Welfare take that money?

Yes___ Welfare takes it_________

21. Which of my needs does my welfare check cover?

22. If I am employed or find it difficult to take care of all my children, what can be done to take care of my children who are not in school?

23. Can welfare force my relatives to support me?
Yes__ No__

24. Will I get in trouble with welfare if I join other tenants in my building on rent strike?
Yes__ No__

25. If I feel my apartment or room is not adequate, can I move? Yes__ No__ Caseworker decides if the apartment is suitable_________

26. Can welfare pay a security deposit?
Yes__ No__ Depends on caseworker_________

27. What should I do about getting money for moving my furniture?

28. Can I get extra money for clothing and furniture?
Yes__ No__ Depends on Caseworker____

29. If I need a special medical item like surgical stockings, orthopedic shoes or a hearing aid, will welfare pay for it? Yes__ No__ Depends on the caseworker___________

30. If my caseworker treats me unfairly, holds up my check or closes my case while I am still in need, what can I do?

October 10, 1967

James J. Storrow Jr.
Publisher
THE NATION
333 Sixth Avenue
New York, N.Y. 10014

Dear Mr. Storrow:

Thanks for giving us so much of your time today. I hope that we will both benefit. Enclosed is a Background Information Sheet on the full range of SEDFRE activities. We are growing because we fill a need. After you have come back from Newark, you may want to meet Ronnie Moore, Director of our Leadership Training Program. He is one of the authentic heroes of the difficult days in Louisiana during 1962, 1963 and 1964.

Thanks once again.

Sincerely yours,

Marvin Rich
Executive Director

bcc: Katrina McCormick Barnes

ESSEX COUNTY SECTION
321 MILLBURN AVENUE, MILLBURN, N. J. 07041 PHONE: 376-2864
NATIONAL COUNCIL OF JEWISH WOMEN

COMMUNITY SERVICES

YOUTH OPPORTUNITIES
- Study Clubs
  - Valley Settlement House—W. Orange
  - Boys Club—Newark
- Footlight Service
- Head Start
- W.I.C.S.

OLDER ADULTS
- Council Center—Newark
- Suburban Clubs—4
- Friendly Visiting
- Senior Service Corps
- Service to Foreign Born
- Overbrook Friendly Visiting

MENTAL HEALTH
- Prospect House
- Occupational Center for Handicapped
- Nurseries for Retarded
  - Newark—Orange—Blfd.
- Recreational Canteens for Retarded

PUBLIC AFFAIRS
Local, State & National Advancement of Human Welfare, Democracy and International Understanding through Education.

OVERSEAS
Ship-A-Box . . . Hebrew University High School, Graduate and Volunteer Fellowships.

THRIFT SHOPS

AMERICAN ART AT MID-CENTURY

October 12, 1967

Dear Mrs. Lacey:

I am delighted that you will be able to speak at our meeting on November 9, 1967 and am enclosing a copy of the program which has been mailed to about 100 volunteers and professional social workers associated with our community projects such as Study Clubs, Boys Club, Head Start, W.I.C.S., and D.U.E.

The meeting will be held at the Northfield "Y" 760 Northfield Ave., West Orange, N.J. It will start and 9:30 A.M. and certainly be over by noon at the latest.

There will be a short introductions, a summary of the previous seminar(which incidentally, you are most welcome to attend), and then we would like you to speak for approximately a half hour on the various antipoverty programs. Our main aim is to enlighten the volunteer who knows very little about the programs and how they benefit the welfare recipient.

Unfortunately, I will be away for the first seminar, but will be home Oct. 25. If you have any questions or anything special you would like me to say in introducing you, please write me at 90 Northfield Ave. West Orange, N.J.

I look forward to seeing you on November 9.

Sincerely yours,

Susan Zucker

(Mrs.) Susan Zucker

ESSEX COUNTY SECTION　　NATIONAL COUNCIL OF JEWISH WOMEN

VOLUNTEERS AND PROFESSIONAL SOCIAL WORKERS

An Exploration of the Problems of the Welfare Client- a Two Part Seminar

PART I

October 24,1967, 9:30 A.M.- 12 Noon at The Northfield "Y"
760 Northfield Avenue, West Orange, New Jersey

" THE WELFARE CLIENT--- ESTABLISHED WAYS OF DEALING WITH POVERTY"

1. Come hear Mr. William Bahrey, Field Office Supervisor, Essex County Welfare Board, speak on the function of his agency, the framework of law within which it operates and suggestions for the volunteer.
2. Listen to Mrs. Edith Ryall, Social Casework Supervisor,Division of Public Welfare, Newark, New Jersey describe her public agency and how its role differs from Essex County Welfare Board.

************************** DISCUSSION **********************************

PART II

November 9, 1967, 9:30 A.M.- 12 Noon at The Northfield "Y"
760 Northfield Avenue, West Orange, New Jersey

"THE WELFARE CLIENT----- NEW WAYS OF DEALING WITH POVERTY"

1. Hear Mrs. Shirley Lacey, Director of Welfare for the Scholarship, Education and Defense Fund for Racial Equality (SEDFRE), tell of the new antipoverty programs, their names and functions and how the volunteer can participate.
2. Listen to Mrs. Ethel Weinstein, Board Member of the New Jersey Welfare Council and Elected National Board Member of NCJW, talk of looking ahead with the volunteer, her aims, values and satisfactions.

************************** DISCUSSION **********************************

Mrs. S. Jerome Greenfield, Co-Chairman

HOUSING AUTHORITY OF THE CITY OF NEWARK
57 SUSSEX AVENUE • NEWARK • NEW JERSEY • 07103
TELEPHONE: AREA CODE 201 — 622-1030

October 16, 1967

LOUIS DANZIG, Executive Director

Commissioners:
REV. THOMAS J. FINNEGAN, Chairman
THEODORE P. PETTIGREW, Vice Chairman
RAYMOND P. STABILE, Treasurer
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WILLIAM F. PURCELL, SR.
DR. JACK G. SIEGEL

Mrs. Shirley Lacey
Scholarship Defense Fund
112 South Orange Avenue
Newark, New Jersey 07103

Dear Mrs. Lacey:

In keeping with our telephone conversation of October 9th, we are pleased with your affirmative response to our request to serve as discussant in our in-service session on constructive aspects of Welfare Programs.

Being a part of the larger community, we feel as many community workers as possible should benefit from your expertise. I am extending invitations to appropriate groups to send their Workers or Aides to participate i.e., Pre-School, U.C.C., Cares Social Outreach, New Career Trainees, etc.

It is with anticipation that we look forward to Thursday, October 19th at 1:00 P.M.

Very truly yours,

John Garrett Jr.
John Garrett, Jr.,
Director
Community Relations and
Social Services

JG:rc

YOUR FILE COPY

THE NORTH CAROLINA FUND
POST OFFICE BOX 687 DURHAM, NORTH CAROLINA 27702 PHONE 682-5785

GEORGE H. ESSER, JR.
EXECUTIVE DIRECTOR

October 19, 1967

RECEIVED
OCT 25 1967
SEDF

Mrs. Shirley Lacy, Director
Welfare Program
Scholarship, Education and Defense Fund
  for Racial Equality, Inc.
150 Nassau Street
New York City, New York

Dear Mrs. Lacy:

As Jane Reese discussed with you on the phone, we would like to engage your services as consultant to the North Carolina Fund for the purpose of participating in the workshops on Community Organization at the North Carolina Poor People's Conference, November 17-19 at the Sir Walter Hotel in Raleigh, North Carolina.

The conference, to be attended by approximately 130 poor people from across the state, will begin at 7:00 p.m., Friday, November 17 and end at 2:00 p.m. on Sunday, November 19. The workshops on Community Organization will be divided into three sections: Short introduction, organization around housing, and organization around welfare. We would like you to include such basic information as techniques used to organize recipients, issues around which groups are formed, methods used to attack these issues, and, from your own experience, the general success or failure of these methods in achieving change. Each workshop will last approximately two hours. In order that those attending the conference will have a better understanding of the issues involved, one entire workshop will be devoted to the welfare system as it operates in North Carolina and will be run by the Assistant Commissioner of State Public Welfare.

As Jane mentioned to you on the phone, you will be handling six separate workshops on Saturday and Sunday, the idea here being that everyone attending the conference should have the benefit of taking part in the different topics of discussion (housing, welfare, voter education, credit unions and buying clubs, community owned industry, and community organization).

You will be paid a fee of $50.00 per day or a total of $100.00 for the weekend, and will be reimbursed for travel and related expenses. For your convenience, I am enclosing a form for Statement of Consultant Time Worked and a form for claiming reimbursement of travel expenses. I call your attention to our policy on travel and per diem which is stated on the back of the travel reimbursement form. Please submit your request for payment, along with receipts for common carrier expenses to the North Carolina Fund and allow at least 15 days for processing. Travel expenses are paid bimonthly on the 10th and 25th of each month.

If you will let Jane Reese know the time of your arrival at the Raleigh-Durham airport on the 17th, we will be happy to have someone meet you there.

Please sign two copies of this letter in the space indicated and return to the North Carolina Fund to my attention.

Sincerely,

Howard Fuller/kgb
Howard Fuller, Director
Department, Community Organization

Nathan T. Garrett
THE NORTH CAROLINA FUND

CONSULTANT

HF/smn

October 23, 1967

Ezra Levin, Esq.
Marshall, Bratter, Greene,
Allison and Tucker
530 Park Avenue
New York, N.Y. 10022

Dear Ezra:

Enclosed is the draft of the Welfare Rights proposal. I wish you would look it over and see if there is anything in it which SEDFRE should not do, or which we should do in another way. Please send it back as soon as you can, since I would like to have it in the hands of a foundation by Monday.

Also, would you check on our listing in the Cumulative Listing of Organizations described in Section 170C in the Internal Revenue Service Code. Another supplement has come out and we are not listed according to our new name. It seems to me that the change of names should be noted by the Internal Revenue Service. It is a very embarrasing thing with the foundations.

I am also enclosing a first draft of a letter to Esquire. What do you think of it? Thanks loads.

Cordially,

Marvin Rich
Executive Director

Enclosures as stated

DRAFT DRAFT

Arnold Gingrich, Publisher
Esquire Magazine
488 Madison Avenue
New York, N.Y. 10022

Dear Mr. Gingrich:

The November 1967 issue of Esquire Magazine contains a damaging and inaccurate assertion that the Scholarship, Education and Defense Fund for Racial Equality Inc. is CIA-backed. We have not received funds from the CIA directly or indirectly. Our programs are carried out by our own staff and our policies are made by our Board of Directors. In short, we are a completely independent organization receiving support from a wide range of individuals and foundations.

Further, Mr. Worthy is certainly entitled to his opinion as to whether or not we are, "Peace Makers for the Establishment." However, what we actually do through our Leadership Training Program, is to train citizen-leaders in local communities. We train those who ask for our assistance on the basis of their ability and accomplishment. We have worked with a wide spectrum of local groups ranging from black nationalist to quite conservative. We have been non-ideological in our approach, but committed to provide service and skill. Thirty-two recipients of SEDFRE Eleanor Roosevelt Scholarships are taking roles of community responsibility in voter registration programs, in consumer education and legal defense organisations. I think these facts speak for themselves.

Sincerely yours,

Marvin Rich
Executive Director

THE NATION

333 SIXTH AVENUE • NEW YORK, N. Y. 10014
242-8400

October 24, 1967

RECEIVED
OCT 25 1967
SEDF

Mrs. Shirley Lacy
SEDFRE
150 Nassau Street
New York, N.Y. 10038

Dear Mrs. Lacy:

Please accept my belated thanks for the on-the-job training I received at your hands last Thursday.

I enclose a copy of a letter which was written today to Frank Thompson who, I believe, will be the next governor of New Jersey. Surely, I have a very high respect for him, and will be interested in his response.

Under separate cover I am sending you a large packet of reading matter from THE NATION this year on the subjects of poverty and rights, which concerns us all. If you have a chance to wade through the pile, I would like your reaction and criticism.

I have undertaken to explore the ways and means by which your booklet can be translated into Spanish and published. Please tell Mrs. Baez if you see her that I am working on it.

I had lunch today with a young Brooklyn welfare worker who is very active and highly motivated, and I suggested to him that it might be a good idea if he made a visit to you at SEDFRE and at the Poverty/Rights Center. He seemed interested; I think it would give him a new dimension from which to view his operation.

Thanks again. I hope to see you soon.

Sincerely,

James J. Storrow Jr.
Publisher

encl.

October 24, 1967

The Honorable Frank J. Thompson
106 South Lee Street
Alexandria, Va.

Dear Thompy:

It has been a long time. I know how busy you must be, so shall come to the point at once.

Last summer's tragedies in cities across the country shook us all up, though we certainly had been warned and should have known they were coming. New Jersey had more than its share, which you know better than I. Certainly we should all have to be blind, deaf and moribund not to be aware by now that poverty and urban despair is the Number One problem of the whole country -- next, perhaps, to the war, which is not unrelated, and certainly a contributing factor.

What has been the official response to date? The all-too-predictable immediate reaction was to Form a Committee to look into the matter -- it was ever thus. Not one committee but a multitude: official and unofficial, ad hoc, post hoc, ad infinitum; committees of concerned citizens and good liberals and the well-meaning well-to-do have proliferated endlessly.

But what is being done? Again predictably, nothing official; band-aids are applied here and there, cracks papered over, studies made and lethargy settles in - until next time. Unofficially, though, things are happening -- not, I am afraid, the things that should happen. What these lovely, wealthy people are really doing is beating the bushes, preempting and sucking dry the sources of private beneficence, and deciding, in their own well-meaning way, now, where, and for what these millions (billions?) should be spent.

Personally I think this is disastrous -- notwithstanding the fact that in all probability, by any other approach, much less money could have been raised. The point is that people in, say, the position of David Rockefeller -- I take his name because among his peers he is thoroughly decent, well-intentioned, and better informed than most any others -- cannot possibly present themselves as those best qualified to spend money raised to relieve the disabilities of poverty. Even though it largely comes from them.

We are here up against the unconscious arrogance of the Protestant ethic and of the Victorian view of the "poor," which suggests that to be poor is to be undeserving, which implies that the poverty-stricken are, ipso facto, both ignorant and selfish, and which asserts that Lord and Lady Bountiful are the only people sufficiently disinterested and aware to decide properly how their largesse shall be distributed. There is news for them, and I enclose a recent piece which tells it, I think, rather well.

I had the privilege of spending a day in Newark last week, with people from Poverty/Rights, from SEDFRE, from the housing authority and from the welfare system -- including recipients thereof. I am convinced -- and was before I went -- that the people directly involved are not just the best, but the only, ones who should determine how poverty funds are to be spent. I am further convinced that one dollar placed at their disposal will do more good than ten disbursed by the powers that be, or by the white liberals (of which I am one), however well-intentioned.

Thompy -- how do you feel about this? You know much better than I what goes on in Newark, in Trenton, in Jersey City, Plainfield, Montclair and Englewood and elsewhere. I'd be most appreciative of your thoughts, for publication or otherwise, for my own good if not for others'.

Best to Evvie and the children.

Sincerely,

James J. Storrow Jr.
Publisher

encl.

RECEIVED
OCT 30 1967
SEDF

Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
October 26, 1967

James J. Storrow, Jr., Publisher
The Nation
333 Sixth Avenue
New York, New York

Dear Mr. Storrow:

Once again I want to thank you for taking the time to visit the Newark Project. I can assure you that your interest was a real inspiration to some of the people you met, particularly the welfare mothers.

Just to review our informal agreements, it is my understanding that you will undertake the translation of the welfare rights manual into Spanish, using the same format; that you will try to get 3,000 copies printed; that you will make contact with Congressman Frank Thompson for the purpose of acquainting him with the Project; that you will be willing to do a story in The Nation, based on follow-up contact with Mr. Thompson.

Best regards,

Shirley Lacy
Director, Welfare Program

ea
cc: Marvin Rich

RECEIVED
OCT 31 1967
SEDF

ELLIS STRINGFELLOW & PATTON
COUNSELLORS AT LAW
51 EAST 42ND STREET
NEW YORK, N. Y. 10017

TELEPHONE
867-0180

WILLIAM S. ELLIS
FRANK PATTON, JR.
WILLIAM LEIBOVITZ

WILLIAM STRINGFELLOW
COUNSEL

October 30, 1967

Mr. Marvin Rich
Scholarship, Education & Defense Fund
150 Nassau Street
New York, New York

Re: Don Castor, Esq.
Law, Inc. of Hillsborough
County - 308 Tampa Street,
Tampa, Florida

Dear Marvin:

The above-named person is a good friend who is in charge of the legal services for the poor program in Tampa, Florida. I told him about our pamphlet setting forth New Jersey law relating to welfare. Would you send him a copy of it and just mention that you're sending it at my request.

Can this fellow be of any use to us in Tampa?

Sincerely,

Bill

William S. Ellis

WSE/lb

file

Memorandum

RECEIV
NOV 2 1967
SEDF

October 31, 1967

To: Marvin Rich, Executive Director

From: Shirley Lacy

I have just received a telephone call from the Rev. Kinmoth Jefferson, Executive Secretary of The Greater Newark Council of Churches. The call was in response to my letter advising him that I would not be able to except the position offered in their Social Welfare Department. He stated that the Council of Churches is placing top priority on public welfare and will proceed to do whatever it can in this field with its limited staff and funds. The implication here is that there will be an effort on the Council's part to raise money. He expressed concern over our funding problem and a desire to see the project continued.

On December 9th, there is to be an all day seminar on public welfare and Mr. Jefferson has asked me to serve on the planning committee. Since the seminar is designed to project the whole welfare picture in the state, there will be state officials invited from both the church and the State Department of Welfare. The film "Welfare Revolt" is being considered for purchase, showing at the seminar, and rental at small cost to local groups. Mr. Jefferson also indicated that he would like to present our welfare rights proposal at the seminar. The initial meeting of the planning committee is to take place Wednesday, November 1, 1967. Unfortunately, I will be starting on vacation and will not be able to attend. With this in mind Mr. Jefferson has asked me to forward to him whatever ideas I may have on the seminar regarding format and content.

November 1, 1967

Don Castor, Esq.
Law, Inc. of Hillsborough County
308 Tampa Street
Tampa, Florida

Dear Mr. Castor:

At the request of William Ellis, I am enclosing a copy of our manual "Your Welfare Rights" designed to give welfare clients in Newark, New Jersey a fuller and clearer understanding of their legal rights. A group of welfare clients provided, fiom their firsthand experience, knowledge of what was needed in the way of specific information. The manual was prepared under the direction of Mrs. Shirley Lacy of SEDFRE, with the cooperation of the Center for Social Welfare Policy and Law of the Columbia University School of Social Work.

Should you desire additional copies, please let us know.

Sincerely yours,

Marvin Rich
Executive Director

Enclosure as stated

cc: William S. Ellis, Esq.

THE NORTH CAROLINA FUND
POST OFFICE BOX 687 DURHAM, NORTH CAROLINA 27702 PHONE 682-5785

GEORGE H. ESSER, JR.
EXECUTIVE DIRECTOR

November 21, 1967

RECEIVED
NOV 24 1967
SEDF

Mrs. Shirley Lacy, Director
Welfare Program
Scholarship, Education and
Defense Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York

Dear Mrs. Lacy:

I would like to take this opportunity to thank you for participating in the North Carolina Poor People's Conference this weekend in Raleigh. I think we can say without reservation that the conference was a great success and that we can now hope for some statewide action on most of the problems discussed in the workshops.

It was perhaps a lot to ask of you to repeat your talk six different times, but from the feedback we have gotten from the participants, I think it was important that everyone was able to rotate through each workshop. In fact, more than one person remarked to me how much they learned from your talk on Welfare.

If you have not already done so, please send Lottie Hayes your expense sheets and we will have your check in the mail as soon as possible.

Again, our thanks for your participation.

Sincerely,

Howard Fuller

Howard Fuller, Director
Department of Community Organization

HF/gb

RECEIVED

DEC 11 1967

SEDF

Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
December 4, 1967

Dear Mrs. Willen:

I have not forgotten my promise to have you visit our Newark Project, and with this in mind I would like to extend an invitation for the following dates;

Wednesday	December 6, 1967	2:00 p.m.
Thursday	December 7, 1967	1:00,p.m.
Wednesday	December 13, 1967	2:00 p.m.

If none of the above dates is convenient for you please contact me at the project office (201-6247747,7748) and we will work out a date to suit both our schedules.

Looking forward to seeing you real soon.

Sincerely,

Shirley Lacy
Director, Welfare Project

Mrs. Jospeh Willen

Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
December 8, 1967

Dear Pearl,

I am taking the liberty of using your visit on Wednesday to move ahead on some of the things we discussed on the phone.

I have invited Mrs. Harvey Samo of the Essex County Council of Jewish Women to be at our office on this same date. Mrs. Samo is in charge of Community Services for the local Council. She knows you and is looking forward to seeing you once again.

Best regards,

Shirley Lacy
Director, Welfare Program

MEMORANDUM

December 11, 1967

TO: Shirley Lacy

FROM: Marvin Rich

Glad to see you have got Pearl Willen coming out. It's a good opportunity. Also, would you keep in touch with Muriel Hamilton. I really would like to get IFDO to fund the project for a year or some significant part of it.

Also, I have got to press you again for the report for the Norman Fund.

Love,

COPY

$25.00

2700 Que St NW
Washington, DC 20007
December 15, 1967

Marvin Rich, Executive Director
SEFDRE
150 Nassau Street
New York, N.Y. 10038

RECEIVED
DEC 18 1967
SEDF

Dear Mr. Rich:

Your September-October Newsletter mentioned a booklet by Shirley Lacy, Your Welfare Rights. Can you send me a copy? And do you know whether or not any Washington organization is helping to distribute it?

I am an economist-city planner, now working at HUD, with experience in urban renewal. If I can be of any assistance in that field, please let me know.

Sincerely yours,

Lenore R Siegelman
LEONORE

December 18, 1967

Miss Leonore R. Siegelman
2700 Que Street, N.W.
Washington, D.C. 20007

Dear Miss Siegelman:

Thanks so much for your $25 contribution and for the note. A copy of "Your Welfare Rights" is enclosed. This manual was designed specifically for Newark. Therefore, it should not be used in other communities except as an example of what may be done.

We do plan a workshop in the late spring for newly elected Negro city councilmen on the Model Cities Act. We are most interested in developing specific points at which coulcilmen should act to protect the interest of their constituents. Is this the kind of thing where you can be helpful? If you can, we've got something going.

Sincerely yours,

Marvin Rich
Executive Director

cc: Hank Smith

COPY

December 20, 1967

MEMORANDUM

To: Marvin Rich, Executive Director

From: Shirley Lacy, Welfare Director

Subject: Training for Staff of United Community Corporation (UCC)

A meeting was held at the project office on Monday, December 18th, between Dean Harrison, UCC Acting Director of Community Action; Janet Edwards, Director of Training for UCC staff; Al Fleming and Will Burdock, two trainers from the N.J. Community Action Training Institute (CATI) in Trenton; Donald Tucker a UCC Organizer; Marian Kidd and myself. Five (5) neighborhood aides from three Area Boards also sat in on the meeting but did not participate in the discussions.

Dean began by explaining that our meeting was to explore the feasibility and type of training that UCC staff should undergo to learn about welfare. I raised the following questions with him:

(1) Was UCC interested in the area of servicing and referrals only or would there be some approach toward promoting changes in the administration of welfare through advocacy?

(2) Was the training to lead to some type of community action such as helping welfare clients to organize?

(3) Would the persons being trained then perform as full-time Welfare Specialists or would they have other duties at their centers?

Dean talked primarily of servicing clients coming into the Area Boards. Will Burdock told us that in the Jersey City CAP Agency, CATI had trained welfare mothers who had been hired as Aides. These mothers accompany clients to Welfare Centers and handle various complaints.

A good deal of time was spent in clarifying how UCC staff would function. Dean made it very clear that while UCC staff would not be able to appear on picket lines or take an active part in demonstrations during working hours, staff could work with clients' groups, help with organizing and to whatever extent they were trained, act as advocates in negotiations with welfare personnel.

We then discussed the number of staff people to be trained. At the present time UCC is undergoing decentralization. Each of the Area Boards will have a certain amount of autonomy, so long as there is no philosophical conflict with UCC Central Administration. Each Area Board employs one (1) organizer, one (1) researcher, one (1) or two (2) clericals, and one (1) or two (2) neighborhood workers. Dean wanted the entire staff of each Area Board to receive training. Al Fleming and I both felt that there should be intensive training of at least one (1) person from each Area Board on the grounds that the training of the entire staff would be a waste of time since only one or two staff members would really make use of the training. I recommended the training of two persons -- one to become the Welfare Specialist, the other to serve as a "back-up" person in the absence of the Specialist. A compromise was arrived at in terms of numbers. There will be intensive training for sixteen (16) or eighteen (18) staff people (from nine (9) Area Boards), with a generalized, one-day session for the remaining staff members.

The question of who was to do the training was then raised by Marian Kidd. Marian's position was that since welfare mothers live under the system everyday and had already been trained by the Welfare Rights Project that these mothers would be qualified to do the training. Al Fleming said that CATI had its own staff for training and that if, in a particular area, it became necessary for outside help to be called in, this could be done on a fee per session basis. Dean asked Al whether it would be possible for CATI to sub-contract the entire welfare training component with the Welfare Rights Project, leaving the selection of trainers up to Shirley Lacy. Al did not seem to take to this idea too well, but again stated that if our schedules permitted, he would surely ask Marian and I to participate as consultants.

I took advantage of the discussion at this point to let the group know that SEDFRE conducts leadership training programs throughout the country and that we are presently working with several anti-poverty groups. As far as financing is concerned, it appears that UCC has received $103,000 from OEO for training. Priorities are to be set since this money must also cover training of Board Members, Organizers, Central Staff, Area Board Staff, clericals, committee members, etc. There are about ten (10) categories in all. Dean leaned heavily toward setting a high priority on welfare. It is apparent that CATI has the "inside track" on the entire package.

Dean was anxious to get an estimate of costs but Al told him that this could only be given after the training design had been worked up. I recommended to Dean that he give a high priority to the welfare training since UCC had never done anything in this area and that most service type requests from clients were being referred from my office to the Area Boards. Furthermore, the

the clients' groups will start on a massive minimum standards campaign after the holidays and will need help from staff.

In leaving, Al told me that if I were to submit a training proposal to him, he would try to get funding for it from CATI. He claims that CATI is looking for innovative training designs.

The meeting was inconclusive as to whether or not UCC is really serious about training its staff in welfare rights. Dean Harrison has known of our project for quite a while. I had made attempts in the early days of the project to set-up training for UCC staff with him. In the event that welfare is given top priority these possibilities exist for us:

(1) UCC will decide to give us the entire training component in welfare rights.

(2) CATI will develop the training proposal and subcontract to us for the resource people.

(3) I will be used as a consultant for training and possibly follow-up.

RECEIVED

DEC 26 196

[illegible]

Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
December 22, 1967

Mr. James T. Harris, Jr. Vice President
African American Institute
866 United Nations Plaza
New York, New York 10017

Dear Ted:

I want you to know that I have not forgotten about your visit to Newark. I am putting you on my list of top priorities for the New Year. Would Wednesday January 10, be a possibility?

If you can plan to arrive in Newark by 1:00 p.m., you will have an opportunity to meet some of the key people involved in the welfare rights movement in Newark. These will be leaders of recipient's organizations who have been trained in their rights and entitlements by our project.

We are not too far from Penn Station and a taxi can have you at our office, 112 South Orange Avenue, within 15 minutes. You can confirm this date by calling me at (201-624-7747)

Best regards,

Shirley M. Lacy
Director of Welfare

rbj

RECEIVED

JAN 5 1968

SEDF

Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey 07103
January 3, 1968

James J. Storrow, Jr, Publisher
The Nation
333 Sixth Avenue
New York, New York 10014

Dear Mr. Storrow:

Now that the holidays are over, I am trying to tie up a number of loose ends left over from last year's hopes and aspirations. The work in Newark continues to try to fill a desperate community need. Perhaps I am biased, but I believe that SEDFRE's commitment of staff and funds is being justified.

I would like to know if you have been able to make progress with the Spanish translation of the booklet? I have been severely limited in working with the Spanish community and, while I have used interpreters on occasion, I am sure that having a copy of the booklet in Spanish would add a greater amount of interest and activity.

May I hear from you at your earliest convenience?

Sincerely yours,

Shirley Lacy
Director, Welfare Program

rj

70 West 40 St.
XXXXXXXXXXXXXX 8

LO3-3600
XXXXXXXX

February 19, 1968

Mr. James Storrow
The Nation
333 6th Avenue
N.Y.C. 10014

RECEIVED

FEB ~~14~~ 20 1968

SEDFE

Dear Mr. Storrow:

Enclosed is a copy of YOUR WELFARE RIGHTS as promised at the McCarthy dinner Friday night. I hope that the long delay in your receiving a copy has not dissipated the possibility of having it translated into Spanish.

As you know, the handbook has been a great success. Not only have its intended users used it and benefitted thereby, but the book's simplicity, clarity and accuracy have made it an unofficial vade mecum for many welfare department workers in Essex County, New Jersey. It taught many of them how to "work a budget" so that they both got it right and felt sure they had it right, for example. It is also being used around New Jersey and elsewhere despite its locality-centeredness. Further, it is being imitated and copied from in many places, with and without SEDFRE's permission -- which is just what we hoped would happen.

It was a pleasure to meet you and Mrs. Storrow, and I look forward to a chance really to talk with you about SEDFRE and other things.

Very truly yours,

Andrew E. Norman

Oliver Lofton
ADMINISTRATOR

Annamay T. Sheppard
ASST. ADMINISTRATOR

NEWARK LEGAL SERVICES PROJECT

ADMINISTRATIVE OFFICE
114 Branford Place
Newark, N. J. 07102
623-6877 Area Code 201

Neighborhood Law Office No. 2
415 Springfield Avenue
Newark, N. J. 07103
248-1800 Area Code 201

Neighborhood Law Office No. 3
471 Clinton Avenue
Newark, N. J. 07108
248-7766 Area Code 201

Neighborhood Law Office No. 1
193 Central Avenue
Newark, N. J. 07103
623-1128 Area Code 201

Neighborhood Law Office No. 4
960 Frelinghuysen Avenue
Newark, N. J. 07114
248-8877 Area Code 201

Neighborhood Law Office No. 5
74-78 Oraton Street
Newark, N. J. 07104
482-7201 Area Code 201

Neighborhood Law Office No. 6
256 Park Avenue
Newark, N. J. 07107
485-5975 Area Code 201

March 8, 1968

file

Mrs. Shirley Lacy
Director, Welfare Program
Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

Dear Mrs. Lacey:

I am in receipt of your letter of February 14, 1968. It is difficult for me to give any evaluation of the effect of your pamphlet "The Welfare Rights", as I did not begin to work for the Newark Legal Services Project until October of 1967, which was after the publication of your pamphlet. I can remark, however, that of the approximately 20-30 problems with the Essex County Welfare Board which I have handled since October, the great majority of them were either referred to me by your organization or came in response to reading your pamphlet. In addition, I've noticed that the clients are much more eager to stand up for their welfare rights than they were when I worked for NLSP as a law student during the summer of 1966. Specifically, a number of women have demanded payment of back rent, special circumstanced expenses, security deposits and special medical expenses. The majority generally have questions about the amount of their grant--whether their budget is properly computed, whether legally responsible relatives and men in the house have been improperly included.

I noted a corresponding change in the attitudes of the ECWB; many caseworkers and supervisors no longer receive objections by clients or their attorney as an intrusion upon their hallowed prerogatives, but are quite willing to discuss the problems of the recipients in a more objective fashion. This is true even when we request a fair hearing.

The only additional obstacle that surmounts me in dealing with welfare rights is that on several occasions, I have had clients who have decided to "go along" with the ECWB decision rather than fighting to effect a change of regulation. I am not sure that your organization can do any more than it already has to emphasize to recipients that it is sometimes possible to change regulations, but that this takes time and effort.

My one last comment is directed to the problem of "rising expectations". I have found it very frustrating when it has been necessary for me to explain to clients that some things in the welfare system cannot be changed through legal action--such as the personalities of certain workers, the general limits on budgets. To effect broad changes in principle, I think the most effective means is by recipient organization and group pressure. It is here that I think your and similar groups are particularly helpful.

I am most anxious to participate with your group in the future, especially in your proposed program of training lay advocates. If I can be of further assistance, please let me know.

Additionally, I find your pamphlet is excellent; many of our clients who come in with questions not related to welfare take your handbook with them. For that reason, I would request more, if you have any. In addition, a similar handbook on General Assistance would be quite helpful.

Sincerely yours,

NEWARK LEGAL SERVICES Office #1

Susan Schalle Connor

Susan S. Connor
Attorney

SSC:bbs

METROPOLITAN DETROIT BRANCH

RECEIVED
MAR 15 1968
SEDF

March 8, 1968

Mr. Nils Douglas, Chairman
Scholarship, Education and Defense
Fund for Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Mr. Douglas:

An Ad-Hoc Committee in Detroit which includes members of the ACLU, Welfare Employees Union, and NASW, and several welfare rights groups has begun work on a Rights Booklet for ADC recipients. We have seen copies of the booklet published by your organization and are very impressed by it. As much of your booklet is applicable to Michigan, or would be with minor revisions, we would like to use it as a model. We wonder if you would have any objections to this, or to our using sections of your booklet verbatim.

Please let us know whether this would meet with your approval.

Sincerely,

Susan Wender

(Miss) Susan Wender
Staff Assistant

SW/dgh

AMERICAN CIVIL LIBERTIES UNION OF MICHIGAN Washington Boulevard Building / 234 State Street / Detroit, Michigan 48226 / 961-4662

OFFICERS:
CHAIRMAN
ROLLAND O'HARE
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ADRIENNE JAMES
DETROIT
GENERAL COUNSEL
ERWIN ELLMANN
•
EXECUTIVE DIRECTOR

ORGANIZED UNITS IN:
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KALAMAZOO AREA
LANSING AREA
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SAGINAW VALLEY

MICHIGAN ADVISORY COMMITTEE:
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TRACY M. PULLMAN
G. FLINT PURDY
MEL RAVITZ
REMUS ROBINSON
AUGUST SCHOLLE

March 19, 1968

Miss Susan Wender
Staff Assistant
American Civil Liberties Union of Michigan
234 State Street
Detroit, Michigan 48226

Dear Miss Wender:

You certainly have our permission to reprint appropriate sections of our Welfare Rights manual. We had hoped that just this would be done. We will also send you within the next ten days a copy of our report and evaluation of our project.

I do hope that you will give us some appropriate recognition.

Sincerely yours,

Marvin Rich
Executive Director

bcc: Nils R. Douglas
Deborah Cole
Shirley Lacy

Spanish version

April 1, 1968

Mr. James J. Storrow
The Nation
333 6th Avenue
New York, N.Y.C. 10014

Dear Mr. Storrow:

We have just received 3,000 copies of your WELFARE RIGHTS in Spanish. We are very pleased and very grateful for your help in making this possible. The thirty-four page booklet is quite impressive and I think will be a truly valuable educational tool. It was my understanding that you paid $626.00 for the translation and printing of this manual. We are most grateful.

Thanks so much.

Sincerely yours,

Marvin Rich
Executive Director

April 4, 1968

Mrs. Deborah Cole
Executive Director
Aaron E. Norman Fund
575 Madison Avenue
New York, N.Y.

Dear Debbie:

I have enclosed a couple of copies of the Spanish translation of the Welfare Manual. James Storrow, Publisher of the NATION had it done for us. It is not as compact or as attractive as the English version, but I think it will be quite useful.

Did I tell you that the Newark Council of Churches will contribute $1000 to the Project? Also, they are going to make $500 available to transport Newark residents to King's march on Washington. However, they have asked us to administer the money.

Sincerely,

Marvin Ric
Executive Director

Enclosures as stated

cc: Andrew E. Norman

MEMO
from
JAMES R. SUTPHEN

April 11, 1968

Mrs. Shirley Lacy
Newark Welfare Rights Project
136 W. Market St.
Newark, N. J.

Dear Shirley:

Here is the version of our session which I am forwarding to Greg Simms. Please feel free to comment as you see fit, but in the interest of saving time, would you send whatever comment you may have direct to Greg? I would appreciate a copy.

Best wishes,

Jim

Satire delights the reader and instructs him, too.
Boileau - Despreaux

Report on conference called by Community Action Training Institute, Newark, Thursday, March 28.

The Record team consisted of Mrs. Shirley ~~Tracy~~ Lacy of Englewood, and Newark Welfare Rights Project, former Assemblyman Arnold Brown of Englewood, an attorney, and William T. Brooke Jr. of East Orange and the East Orange Model Cities Program, representing the Black Community; and Don E. Carter, executive editor, and James R. Sauphen, managing editor, representing the press.

Among the topics discussed and the conclusions reached, in cases where conclusions were reached, were these:

Is there a policy of grouping black community news in one place in the paper? Not intentionally. It could come about by accident and in the case of The Record it might appear that way because of the regional editions.

The designation of people in the news as "Negro". A great deal of progress has been made in eliminating race references in crime stories but much still needs to be done. There is resentment against the constant designation of such persons as Senator Brooke or Justice Marshall as "Negro". The press said racial designation was used only where it was deemed an essential part of the story, such as a fugitive from justice. Community representatives felt that there was too much emphasis on such phrases as "brown-skinned beauty" in connection with a Negro actress. Conclusion was that while in most instances the press policy is against such disignation the practice may be growing a little lax and also that the black community was probably more conscious of such designations than other readers. Conclusion was to keep a better supervision over such designations.

The community representatives asked if any real effort was made by the press to find out what the black community wanted in the way of news. Probably not as much as there should be, but on the other hand there was some reluctance by the black community to volunteer information because it felt the news probably would not be accepted. The press said pictures of Negro brides and engaged girls were used and also of black social events but that they were not submitted often. It was agreed that more effort should be made on both sides to open better communications. Press said it would try to see that important black community events over weekends were staffed, but it was admitted that most papers operate short of staff over such times.

more-

Employment of black people on newspaper editorial staffs: This ended in the usual impasse with the press saying send qualified people and we'll be glad to get them and the community saying it was hard to find qualified people who met acceptable standards. But it was agreed that better recruitment efforts should be made. In this connection, the community spokesmen agreed that they themselves would probably have little more success in interpreting news of the community than would a white reporter; that the staff member, to be successful in that mission would have to come from the community itself.

Sensitivity for black community news: Violence, illegitimacy, crime, seem to be played up as black news while accomplishments are not given full credit. Press said perhaps we don't know of the accomplishments. Press asked if what was wanted was overly sympathetic treatment of black community news. Community spokesmen said that perhaps at the statt some of that might be necessary but that as accomplishments grew and were reported, it would certainly level off.

De facto segregation in schools exists because of the track system, based on Otis scores. While most papers subscribe to fair employment practices in advertising, some advertising caters to bogotry by carefully contrived phrases, such as neighborhood designations. Press promised to try to police it better.

Why was $300,000 in welfare funds for Englewood turned back to Bergen County? Press promised to try to find out.

General conclusions given at dinner report session:

The establishment of better communications with effort from both community and press.

Set up a meeting of leaders of the black community with newspaper decision makers to discuss and try to resolve mutual problems.

Keep trying to achieve and hold better relationships.

Community to try to see that more information of favorable activity is made available for press.

Review use of so-called "trigger" words and racial designations and see that practices more nearly conform to policies.

Press to try to obtain and use more news of black community, including such matters as social and church events, marriages, engagements. etc.

For the team, James R. Sutphen, The Record.

NATIONAL WELFARE RIGHTS ORGANIZATION

RECEIVED

JUN 3 1968

SEDF

National Headquarters
POVERTY/RIGHTS ACTION CENTER
1762 Corcoran Street, N.W.
Washington, D. C. 20009
Tel: (202) 462-8804
George A. Wiley, Director
Dr. George A. Wiley, Director

NATIONAL
WELFARE RIGHTS
ORGANIZATION

Chairman:
MRS. JOHNNIE TILLMON
Los Angeles, Calif.
First Vice-Chairman:
MRS. ETTA HORN
Washington, D.C.
Second Vice-Chairman:
MRS. BEULAH SANDERS
New York, N.Y.
Third Vice-Chairman:
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Chicago, Ill.
Sergeant-at-Arms:
MRS. ALICE NIXON
Pittsburgh, Penn.

May 30, 1968

Shirley Lacy
Newark Welfare Rights Project
SEDFRE
164 Madison Ave.
N.Y., N.Y. 10016

Dear Shirley:

Please send us 10 copies of your report on the Newark Welfare Rights Project published by SEDFRE in April, 1968.

Thanks in advance.

Sincerely,

Tim

Tim Sampson

RECEIVED
JUN 5 1968
SEDF.

Mrs. Margaret Williams
901 Levins Place
Atlantic City, New Jersey

May 31, 1968

Mrs. Shirley Lacy
164 Madison Avenue
New York, New York 10016

Dear Mrs. Lacy:

I am a member and Vice-President of the Welfare Mother's Union of Atlantic City, New Jersey. We have organized and applied for membership in the National Welfare Rights Organization.

We are interested in getting more information about the organization and projects for our group. We are also interested in your Report on Scholarship, Education and Defense Fund for Racial Equality and would like to have a copy of it.

Please send us any information you think necessary to our having a well informed, effective group.

The information is to be sent to our advisor, Mrs. Patricia Washington, c/o Uptown Community Services Center, 27 North Massachusetts Avenue, Atlantic City, New Jersey 08401.

Thank you for your help.

Very truly yours,

Margaret Williams

(Mrs.) Margaret Williams

MW/sjk

June 3, 1968

Mr. Tim Sampson
National Welfare Rights Organization
1762 Corcoran Street, N.W.
Washington, D.C. 20009

Dear Mr. Sampson:

In reply to your letter of May 30th addressed to Mrs. Shirley Lacy, enclosed please find 10 copies of our report on the Newark Welfare Rights Project.

For your future information, mail addressed to Mrs. Lacy at the following address will reach her directly:

Mrs. Shirley Lacy, Director
Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey
(201) 624-7747

Sincerely,

(Mrs.) Jacqueline Turner
Executive Secretary

Enclosures as stated

cc: Shirley Lacy

URBAN LEAGUE OF ESSEX COUNTY

A SOCIAL WORK AGENCY FOR INTER-RACIAL COOPERATION
TELEPHONE: 623-1780

58 JONES STREET • NEWARK, N. J. 07103

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An affiliate of
NATIONAL URBAN LEAGUE
East 52nd Street
New York, New York 10017
deductible
income tax purposes
A Member Agency of the
UNITED COMMUNITY FUND
ESSEX AND WEST HUDSON
COUNTIES

July 23, 1968

Mrs. Shirley Lacy
Director
Welfare Program
112 South Orange Avenue
Newark, New Jersey 07103

Dear Mrs. Lacy:

Several weeks ago we talked informally about the possibility of a closer cooperative working relationship between the Urban League and the Newark Welfare Rights Agency. At that time you made it clear to me it would be necessary for you to check with your Parent Agency before making any commitments with regard to developing a specific working proposal.

I have discussed the matter with my staff and with my Board of Directors and would like to specifically request that the Urban League of Essex County in cooperation with the Newark Welfare Rights Agency undertake a program of recruiting, organizing, and conducting a series of group discussions designed to educate relief clients in our area as to their rights and stimulate affirmative action on the part of these clients in securing such rights. Further that you or your designee develop an outline for these procedures in close cooperation with the staff of the League.

I realize how tight your schedule is and heavy your responsibilitie but I believe that the proposal contained herein would be of tremendous benefit to welfare enrollees in our area and would go a long way towards assisting them to achieve their full rights and to utilize their maximum potential for good citizenship.

I hope that you will be able to give this matter some consideration at this time in order that proper planning by the League can be done to achieve a very effective and viable program.

Please let me hear from you at your earliest convenience.

Very truly yours

James A. Pawley
Executive Director

JAP:eej

75 Park Avenue
Newark, New Jersey
July 29,1968

The Rev. Kinmoth W. Jefferson
Executive Secretary
Greater Newark Council of Churches
9 Fulton Street
Newark, New Jersey

Dear Kim:

The attached report is an accounting of the funds provided the Welfare Rights Project for the Poor Peoples Campaign. We are closing this account and returning the sum of $194.42.
Our deepest appreciation and thanks to the Council for helping us participate in this effort.

Sincerely,

Shirley M. Lacy
Director, Welfare Program

sj

July 29, 1968.

To: Greater Newark Council Of Churches

From: Mrs. Shirley N. Lacy Director, Welfare Rights Project

Re: Poor Peoples' Campaign

Financial Statement

Date	Purpose	Amount
5/13/68	De Camp Bus Lines 48 Passengers to Washington D. C.	$242.00
5/15/68	ARA Slater Food Services, Inc.-Food Served At Newark State College	$150.00
5/15/68	Child Care- Mrs. Nannette Adams Mrs. Gladys Thomas	 $10.00 $10.00
6/14/68	Mrs. Marion Kidd, Mrs Marjorie Williams 6 Days at Poors Campaign Washington D. C.	$150.00
6/19/68	Dept. Of Christian Social Relations, Episcopal Church-20 Persons to R. C. $6.00 Per Person	$120.00
	Misc- Carfare, Mimeograph Supplies	$23.58
	Total-	$705.58

Received $900.00
Spent $705.58
Returned $194.42

New Jersey Field Office
75 Park Avenue
Newark, New Jersey

August 2, 1968

Mr. James A. Pawley
Executive Director
Urban League of Essex County
58 Jones Street
Newark, New Jersey 07103

Dear Mr. Pawley:

I am delighted that the League is anxious to do a program in the area of Welfare Rights. There is perhaps no job more important than that of bringing the resources of the private sector to the aid of those being victimized by our urban crisis.

The program which you outlined is not only one familiar to me, but one in which I feel I can be of some assistance. Unfortunately, my staff duties at SEDFRE will not permit me to duplicate the work that I have been doing for the past two years. I see in your proposal several opportunities to co-operate to the benefit of the recipients of Essex County.

I shall be happy to send you within the next few days some suggestions which may achieve the aims which you are seeking.

Very truly yours,

Shirley Lacy
Director, Welfare Program

SL:bc

Phone: 623-9224

GREATER NEWARK COUNCIL OF CHURCHES

9 Fulton Street
Newark, New Jersey 07102

An inclusive co-operative agency of the Protestant-Eastern Orthodox Churches of the Greater Newark area, working together for the glory of God and the advancement of His Kingdom on earth.

RECEIVED
AUG 14 1968
SEDF

Officers

Rev. J. Sanford Lonsinger, Pres.
Mrs. John Dabney, V. Pres.
Mr. Theodore P. Pettigrew, V. Pres.
Rev. Earl L. Huff, V. Pres.
Mrs. Thomas Dudley, Sec'y.
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Rev. B. F. Johnson
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Rev. Dr. D. M Owens
Rev. Dr. Charles Bourne
Rev. Horace H. Hunt
Rev. Richard Tanon
Rev. J. Wendell Mapson
Rev. Chandler Owens
Very Rev. Ledlie I. Laughlin, Jr.
Rev. James Aloupis
Rev. Donald Moeser
Mrs. R. Neal Owens
Rev. Dr. Howard Hageman
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Rev. Dr. William E. Smith

Standing Committee Chairmen

Mr. Charles Keiber
Rev. J. Wendell Mapson

Staff

The Rev. Kim Jefferson,
Executive Secretary

Miss Edith List
Associate in Social Welfare

August 1, 1968

Scholarship, Education and Defense Fund
for Racial Equality and Welfare Rights
Project
c/o Mrs. Shirley Lacy
75 Park Avenue
Newark, New Jersey 07104

Dear Mrs. Lacy:

This is to inform you of receipt by this office, a check in the amount of $194.42 which was a refund from the Scholarship, Education and Defense Fund for Racial Equality and Welfare Rights Project on the total funds of $900.00 which was allocated to your project by the Greater Newark Council of Churches' Poor Peoples' Campaign Fund for the participation of members of your group in the Solidarity Day and other activities of the Poor Peoples' Campaign of the Southern Christian Leadership Conference.

We also received your expense account record.

The Council was happy to be able to participate in the very vital project and offers its full support to you and your organization in future cooperative ventures.

Keep up the good work!

Fraternally,

Kim Jefferson
The Rev. Kim Jefferson,
Executive Secretary.

KJ/cc

Trinity Cathedral in Newark

24 Rector Street · Newark, New Jersey 07102 · Telephone 622-4306

The Very Rev. Ledlie I. Laughlin, Jr.
Dean

RECEIVED
AUG 14 1968
SEDF

August 6, 1968

Dear Shirley:

Thank you for the copy of the report of the Newark Welfare Rights Project. It was exciting to read, and I am glad to have this further information on what you are doing.

When we next get together, I would like to hear what the project will be doing in the future.

Sincerely,

Ledlie

Mrs. Shirley Lacy, Director
Welfare Program
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
New Jersey Field Office
75 Park Avenue
Newark, New Jersey

LIL,jr:ce

UNITED WELFARE GROUPS OF ESSEX COUNTY
112 South Orange Avenue
Newark, New Jersey 07103

RECEIVED
AUG 28 1968
SEDF

August 16, 1968

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense Fund For Racial Equality
164 Madison Avenue
New York, New York

Dear Mr. Rich:

On behalf of the mothers of the United Welfare Groups of Essex County I want to thank you for the funds that you have sent us. We think it is a very generous act. We appreciate it very much.

Thank you,

Marian Kidd

Marian Kidd
Acting Director

MK:CP

January 22, 1969

Mrs. Marian Kidd
United Welfare Groups of Essex County
112 South Orange Avenue
Newark, New Jersey 07103

Dear Mrs. Kidd:

I am enclosing several xerox copies of our July 15, 1968 letter to Mrs. Maxine Mack with regard to SEDFRE's financial responsibility to the United Welfare Groups of Essex County.

Starting in January, 1969, you will receive payments of $200 monthly, these payments ending June, 1969. Prior to January, 1969 payments of $400 per month were sent from July until December 1968.

Should you have any questions, please do not hesitate to contact me.

Sincerely yours,

Marvin Rich
ExecutiveDirector

Enclosures as stated

RUTGERS · THE STATE UNIVERSITY [n.d.]

School of Law
~~OFFICE OF THE DEAN OF STUDENTS~~
Civil Rights Research Council

180 Plane St.
~~33 WASHINGTON STREET~~
NEWARK, NEW JERSEY 07102

Mrs. Shirley Lacey
Welfare Rights, Inc.
112 So. Orange Ave.
Newark, New Jersey

Dear Mrs. Lacey:

In reference to our conversation a few weeks ago about law students assisting welfare recipients, we are still very interested in developing a program with you.

In particular, the idea of evening classes to train the law students on the rights, procedure and laws concerned with welfare, seems to be a fruitful start. As we mentioned before, the presence of previously trained welfare people from the community at these meetings would be especially good to neutralize the effect of our "middle class" presence. What's more, we welcome the opportunity to learn from their experience.

Several of our law students have expressed interest in this project and I suspect that a committed few in this kind of project is far better than a multitude with a passing interest. Of course we are going to recruit as many people as possible.

May we hear from you? You can reach either me or Eric Walgren by writing to us at the School c/o Civil Rights Research Council, or by calling me at home in the evenings. My phone number is 484-9552.

Yours truly,

Jo-Ann Mazzeo

Jo-Ann Mazzeo

Newark Program; Hold Ny P. - Jersey or ?

Now Look at these Charts:

SAMPLE FAMILY BUDGETS (NOT INCLUDING RENT AND UTILITIES)

Family Size	1	2	2	2	3	3	3
Family Budget Unit	1	2	2	2	3	3	3
Number of Adults	1	1	1	1	1	1	1
Number of Children		1	1	1	2	2	2
Child: Oldest age 5 or under		*			*		
Child: Oldest age 6-12			*			*	
Child: Oldest age 13-21				*			*
Total Personal Needs	$56.00	$82.40	$95.20	$110.00	$108.90	$133.70	$162.50

Family Size	4	4	4	5	5	5
Family Budget Unit	4	4	4	5	5	5
Number of Adults	1	1	1	1	1	1
Number of Children	3	3	3	4	4	4
Child: Oldest Age 5 or under	*			*		
Child: Oldest Age 6-12		*			*	
Child: Oldest Age 13-21			*			*
Total Personal Needs	$134.00	$158.00	$183.90	$157.30	$192.10	$230.70

Family Size	6	6	6	6
Family Budget Unit	5	6	6	6
Number of Adults	1	1	1	1
Number of Children	4	5	5	5
Child: Oldest Aget 5 or under		*		
Child: Oldest Age 6-12			*	
Child: Oldest Age 13-21	*			*
Total Personal Needs	$211.80	$178.80	$212.40	$249.60

The descriptions that run from the top of the chart to the bottom of the chart on the left tell you what the numbers in the columns stand for.

Here is an example: Suppose a woman with 3 children is applying for welfare. Her children are 5, 7 and 10 years old. No one else is living with them. She wants welfare money for herself and all 3 children.

Her family size is 4.
Her family budget unit is 4.
The number of adults on her check is 1.
The number of children on her check is 3.
The oldest age of any of her children is 10 (in the age group 6-12)

SCHOLARSHIP, EDUCATION AND DEFENSE
FUND FOR RACIAL EQUALITY, INC.
150 Nassau Street - Room 1030
(212) 964-8210
New York, N.Y. 10038

PROPOSAL - SEDFRE proposes to create a Welfare Rights Center in Newark, New Jersey which will focus and coordinate the multi-lateral community efforts to pressure for rights and entitlements of welfare recipients. It is hoped that in the long run effective structural changes in the welfare system will result.

The proposal for a Welfare Rights Center is the outgrowth of a pilot program conducted in 1967 in Newark by SEDFRE. The initial project was to devise and distribute informational materials to guide welfare recipients in obtaining fair treatment and allotments. A manual entitled "Your Welfare Rights" was published in the summer of 1967. Ten welfare recipients formed the project planning committee: over 100 welfare recipients were involved in pre-testing the material in the manual, 18,000 copies of which have been distributed to key persons including welfare recipients, neighborhood welfare organizations, welfare department staff and leaders of related community programs. The manual is double-barrelled; it informs recipients of their rights and of the methods necessary to secure them. Training of welfare clients as advocates paved the way for maximum use of the manual.

PROGRAM OF THE CENTER

The Center is intended to fill the gap in training and coordination in the many on-going projects in Newark which are partly or wholly concerned with reform of the welfare system.

In the course of developing informational services, the SEDFRE Demonstration Project became related to groups such as the Welfare Committee, People's Action Group, Operation We Care, People in Progress, Project Concern, Operation Ironbound, Mutual Concern, Progress in Action, Central Area Welfare Association, Newark Community Union Project, and Newark-Essex CORE.

The Center would perform the following functions--some of which are services that have been requested of SEDFRE by client groups but which could not be made available as the project was first constituted, others of which would fill gaps that have been perceived in the wide spread effort of community groups to mount an attack on the administration and structure of the welfare system:

1. Coordination - The Center will serve as the base through which client group activities can be more effectively coordinated. Presently, leaders of organizations have difficulty in making contact with each other for planning and action. Many

operate from their homes and do not have telephones. Those who operate out of anti-poverty offices are on volunteer schedules and are frequently not available when needed. As a result, the movement for welfare rights has been limited.

The Center would maintain contact with all leaders, and assist each organization in becoming a stronger and more functioning unit of a city-wide movement for welfare rights.

2. Train Lay Advocates to Service Welfare Recipients - It is proposed that four welfare recipients be trained to serve as Lay Advocates who will work with clients and assist them in processing grievances through the various level of the welfare bureaucracy. It would be their function to accompany clients to welfare offices, to negotiate with supervisory personnel, and to advise and refer to the Newark Legal Services those grievances calling for legal enforcement of rights. Funds will be needed for carfare and child care expenses. Experience has shown that welfare mothers are able and willing to perform well as lay advocates.

3. Develop Test Cases - The Center will serve as one of the key points in the community for developing test cases for fair hearings. Recipients are just beginning to learn the effectiveness of the fair hearing procedure as a means of implementing state regulations. The Law Students Civil Rights Research Council at Rutgers University would cooperate in this part of the program. From three to five students would be available to research the law, seek out those cases around which either a massive protest can be developed, or a massive number of fair hearings can be demanded for related community groups.

4. Pressure for Enforcement of Rights - As welfare groups succeed in winning rights previously denied to clients, new forms of resistance develop. Moreover, administrative reforms won at upper bureaucratic levels are not always implemented in the local offices. For example, the ADC mother's long wait for support payments funneled through the Probation Department could be ended if local administrators would implement new state regulations. The Center would be a focus for efforts to gain compliance at local levels and to assure that clients receive the benefits that should accrue to them.

5. Broadened Information Services - The Center would continue to perform the information functions provided by the Demonstration Project. The demand is widespread for further distribution of "Your Welfare Rights." There is a pressing need to publish a Spanish edition. Training in the use of the manual is necessary because of continued turnover and mobility in the client constituency.

   The Center will act as a clearing house for up-to-date information on the entire welfare field.

6. Range of Training Services - The Center will offer training in various forms to clients, to poverty workers, to staff of organizations and to others who seek guidance in tackling problems related to the administration of welfare.

   The Center will provide basic training in rights and entitlements to members of welfare rights organizations. Clients who have the will and interest to study the system in depth and participate in programs to assist clients will receive intensive training. Candidates for the in-depth training will be developed by the Center and also referred by other groups.

   Training takes the form of workshop sessions designed to provide information on welfare regulations and to develop the ability of the trainees to represent themselves and others in gaining rights and entitlements. Resource persons with expertise in such subjects as fair hearings, consumer problems, special grants and training programs participate in the workshops. Drawing on experience in sensitivity training of the Leadership Training Department of SEDFRE, the Center would respond to the request for training to improve communication among recipients, organizers and law students. In every case, the training will be geared to the special needs and interests of the prospective trainees.

   The Demonstration Project has developed training programs for various community organizations such as the Community Institute of Rutgers. Requests are pending from other groups which would be filled by the Center. These include the United Community Corporation (train staff to handle welfare problems) and the Law Students Civil Rights Research (train in legal aspects of welfare problems with aid of teaching materials to be prepared by the Center for Study of Social Welfare Polocu and Law of Columbia University) and TEAM, intensive employment project (training for recruits most of whom are presently on welfare).

STAFF

The staff of the center will consist of a director, coordinator, four welfare advocates and one secretary. They will perform the functions outlined above.

For the first six months of the project the director will be Mrs. Shirley Lacy who developed the SEDFRE Welfare Rights Project in Newark. Other staff members will be welfare recipients.

After the six month period, Mrs. Lacy will be succeeded as project director by one of the welfare recipients. However, SEDFRE will make her available to the project for advice and as a consultant from time to time as requested.

BUDGET

1 Project Director	$8500.00
1 Coordinator	$6000.00
4 Welfare Advocates @ $125.00 per person per month	$6000.00
1 Secretary	$4700.00
Rent, utilities and maintenance @ $90.00 per month	$1080.00
Telephone @ $60.00 per month	$ 720.00
Postage, mimeo, supplies	$1000.00
Travel	$ 200.00
	$28,200.00
Administrative Surcharge 10% (Taxes, Insurance, Bookkeeping, etc.)	2,820.00
TOTAL:	$31,020.00

PRESS CONFERENCE TWO O'CLOCK THURSDAY AT NEWARK WELFARE RIGHTS ~~INFORMA~~TION PROJECT OFFICE, 112 SOUTH ORANGE AVENUE ~~STREET~~, ON PROJECT SPONSORED BY SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY TO SAFEGUARD RIGHTS OF [illegible] NEWARK'S 60,000 [illegible] WELFARE CLIENTS. REPRESENTATIVE WELFARE CLIENTS WILL BE PRESENT TO DISCUSS THEIR PROBLEMS.

SCHOLARSHIP,
EDUCATION
AND DEFENSE
FUND FOR
RACIAL EQUALITY
inc.
150 NASSAU STREET, NEW YORK, N.Y. 10038
TELEPHONE 964-8210

Summary of Demonstration-Action Proposal

date ?

Welfare Rights Project

The Scholarship, Education and Defense Fund For Racial Equality proposes a one-year demonstration project to produce and make available a comprehensive body of information for the use of welfare recipients, persons eligible but not receiving public assistance, and persons working with recipients in Newark, New Jersey.

The involvement of welfare recipients and impoverished individuals will be an essential element of this project. Through the encouraged use of the information materials provided by the project, it is conceived that welfare recipients will become better informed about the welfare system, more confident to press for their rights, and more effective in meeting their needs for increases in income grants, goods and services.

The project will be evaluated at its conclusion by Professor Francis P. Purcell, Community Development Specialist, Graduate School of Education, Rutgers University, in terms of achievement of its objectives, its potential for application in other urban communities, and its usefulness as a mechanism for promoting social change.

Welfare Rights Information Program

SEDFRE will develop and publish information guides and special category brochures for recipients and individuals in the poverty group dealing with eligibility requirements, minimum standards, budgets, special allowances and grievance procedures. Emphasis will be placed on the step by step methods to be used and followed.

SEDFRE legal staff, in cooperation with Edward Sparer, Esq., Director of the Center on Social Welfare Policy and Law, Columbia School of Social Work, will develop technical handbooks to be used by persons working in the project as distributors of the guides, community organizations, leaders of welfare recipients groups, and case workers interested in improving their client-worker relationships. The contents will deal in greater detail with the law, administrative practice and policy.

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* John P. Allison ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ John Henry Faulk ■ Doris Freedman ■ Dr. Edward L. Gibson ■ Norman Hill ■ Clarence B. Jones ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

SEDFRE staff will keep abreast of all administrative or procedural changes and will conduct an ongoing effort to keep holders of the guides informed. For this purpose leaflets and memoranda will be distributed as soon as such changes are announced.

Welfare Rights Orientation Program

As an extension of the information program and as a means of insuring an effective distribution of the guides, SEDFRE will establish a training program for community distributors. The areas to be dealt with will be:

1. Attitudes and approaches to welfare recipients, building their confidence in the use of the guides, literacy problems; categories of public assistance
2. Welfare - How it works; the law and administrative policy; legitimate complaints, legal services and assistance
3. Distribution procedures - establishing community contacts, geographical assignments, supplies of guides, further instructions; follow up

Operation of Program

SEDFRE will make broad contacts throughout the community with organizations working with the poverty-stricken such as CORE, the Newark Community Union Project, the Newark Legal Services Project, the Blazer Youth Council (sponsors of a work training program for 200 welfare recipients), welfare committees of Area Boards, tenants' and neighborhood associations. Ten persons, mainly welfare recipients, will be recruited to function for a period of one year as the project Advisory Committee. Fifty additional persons will be recruited to serve as distributors of the guides and brochures. To facilitate the participation of recipients and persons of low income, funds are requested for their carfare and child care expenses.

The Advisory Committee will be involved in all phases of the project and will have key responsibility for translating the project materials to the language style most familiar to them, for gaining acceptance of the project among members of the recipient group, and for providing experiences and data useful in the final evaluation of the project.

It is projected that within the first three months, recruitment of community personnel and the preparation and screening of the guides by the legal staff can be completed. Five hundred copies will be prepared in draft form.

Concurrently, the technical handbook will be developed, in mimeographed form, to be used as the basic text for the training program. Since the role of the distributor is not only to reach welfare recipients with the project materials, but to make sure that the guides are fully understood, the technical handbook is seen as the means of insuring an accurate and uniform distribution of information.

Training will begin with the selection of 20 persons who, after a three-week period in which they will have had an opportunity to become thoroughly familiar with the guides and the technical handbook and will have gained knowledge of the law and its administration, will be ready to distribute the draft guides as a means of pre-testing the contents. Resource persons will be brought into the training sessions to give further clarification. Tapes will be made of the sessions and, at the conclusion of the project, LP records will be made from the tapes and presented to cooperating community organizations.

The pre-test period will attempt to uncover problems recipients may have in either understanding the guides or in following steps recommended. In cooperation with community groups, distributors will convene meetings, distribute and explain the contents of the guides, answer questions and collect data useful for final evaluation. Pre-testing will cover a period of three months during which time the remaining thirty distributors will undergo training in the Welfare Rights Orientation Program.

At the close of the pre-test period, the guides and brochures will be prepared in final form and published in both English and Spanish. At this point all project personnel will become fully involved in contacting recipients, distributing the materials and collecting data.

Evaluation

Prior to, during and at the conclusion of the project, the Evaluations Consultant will make a careful analysis of welfare department statistics which will yield such data as changes in intake, numbers of recipients dropped, changes in allocation of funds, etc., and will render a report measuring the probability of change and the correlation between such change and the project. 7

Staff

The operation of the project will require one full-time staff member who will assume overall responsibility for the administration, development and operation of the project. A full-time secretary will also be needed. Additional clerical help, if needed, will be sought on a volunteer basis.

Mr. Robert Curvin, a former supervisor at the Essex County Welfare Board will volunteer his time as Community Resource Consultant. His background in urban problems makes him particularly suited for working with the Advisory Committee and the distributors. Mr. Curvin is a member of the SEDFRE board.

REPORT ON THE WELFARE PROGRAM

The interest and concern of the Scholarship, Education and Defense Fund for Racial Equality in the area of urban problems was given impetus in October 1966 when, under a special grant from the Aaron E. Norman Fund, Incorporated, a project to provide information on the rights of welfare recipients was put into operation in Newark, New Jersey. The project was so designed that the involvement at all levels of persons in this particular poverty group was to be the key factor in its development and implementation. It was conceived of as a demonstration project from which similar programs might be set up in other communities. The basic questions to which the program addresses itself are: can persons receiving public welfare or potentially eligible to receive public welfare gain increases in money grants and services? Can increased knowledge on the part of large numbers of recipients then begin to make structural changes in the system itself?

An advisory committee of 10 persons drawn from the leadership of the most active clients' organizations in the city was formed. Robert Curvin, a SEDFRE Board Member, and Mrs. Mae Massie of I.U.E., were also included. A task force made up of 2 caseworkers, 1 community organizer, an employment counselor, 1 attorney from the Newark Legal Service Project and the Center on Social Welfare Policy and Law, Columbia University, developed the basic information on welfare rights and entitlements. During this stage the advisory committee was extremely helpful to SEDFRE staff in pin-pointing the many problems that recipients face in detailing their own experiences with welfare employees.

By the end of January the first draft of a welfare rights manual had been completed.

A period of pre-testing the manual then followed with 50 copies being circulated among members of the advisory committee, participants in community action programs, social workers, tenants in public housing projects, client groups, mothers active in pre-school councils and individuals who came to the project office seeking help on a particular problem. Testers were asked to make written comments and criticisms with reference to the language used and clarity of contents. These comments have since become incorporated into the final document. We propose to publish 12,000 copies of the guides in English and Spanish.

While the guides were being prepared SEDFRE staff worked with between 100 and 150 persons, both individuals and representatives of community groups, who will function as distributors of the guides. Meetings

/have been

have been held at the project office and in the neighborhoods. Enthusiasm for the materials prepared has been very high among recipients. Some said that they did not even know that caseworkers had rules and regulations to follow. They thought everything was "made up" as the situation presented itself. One mother who was able to get extra clothing for her over-sized daughter has now become a leader of a new clients' organization. Another, who after reading the manual went after and got the apartment she had wanted for so long, asked to become a distributor so that more people could learn some of their rights. A homemaker who works for the welfare department has asked that a special class be set up so that she and other homemakers who go into many welfare homes can let people know their rights. Inquiries about the project have come from as far away as North Carolina, South Carolina, and Senator Percy in Illinois. Local CAP agencies in Atlantic City, East Orange and Suffolk County have asked for copies of the guides when published. One convalescent home and Associated Catholic Charities in Elizabeth, New Jersey, have also asked to be put on our mailing list.

There is little doubt that the project is being well received by the poor in Newark. A visitor to the project office will find recipients working as volunteer clericals. We have participated by invitation in 2 conferences sponsored by Rutgers University which were aimed at bringing about more involvement of students in the problems of the city and in examining the role of the University faced with the urban challenge.

While we have encountered a number of problems in meeting our deadlines as projected, it is apparent that people in Newark not only want to work with us but would like to see the project continued. The civil rights groups seem glad to have another organization sharing some of the responsibility for one of the most difficult of all urban problems. As a national organization, coming from the outside, it is evident that our decision to make Newark the Project City was based on sound reasoning.

/Community Groups

Community Groups To Participate In The Distribution Program

Church

Greater Newark Council of Churches - The Rev. Kim Jefferson
Mt. Calvary Baptist Church - The Rev. Porter

Anti-Poverty

Welfare Clients' organizations in 7 Area Boards
Blazer Work Training Program (trains clients for jobs under Title 5)

Civil Rights

Newark CORE
Newark Community Union Project

Tenants' Organizations

Clients Awake - Hayes Homes
Clients Concerned - Scudder Homes

School

Parent-Child Center, Camden Street School (Design for Urban Education-Rutgers)
Newark Pre-School Council - staff and parents

Professional

Family Life Improvement Project - Graduate students of social work, working with welfare and low-income families
COPE (Careers Oriented toward Preparation for Employment) - 25 to 30 staff workers

Other

The Terry Richardson Civic Association (Political)
The Black Liberation Center
Boys' Clubs of Newark (5)
LANE (Local and National Empathy)
Planned Parenthood
Project Enable

Welfare

The Scholarship, Education and Defense Fund For Racial Equality was established in 1962 to provide a number of basic services to the civil rights movement. Chief among our programs is training of neighborhood leaders: bringing the skills and knowledge, broad national experience, to widely scattered local groups rapidly and effectively. SEDFRE recognizes that the development of new citizen leaders from among the poor and other groups must, of necessity, create challenges for change. We welcome such challenges.

This manual is offered not as a solution for what must be done to achieve the basic reform of our public welfare system, but one of the things that may be done now. We believe that a full knowledge by welfare clients of their legal rights will mean a more adequate standard of living and a greater measure of dignity.

SEDFRE is grateful to the many persons-----the Advisory Committee of Welfare Recipients, community leaders and organizers, lawyers in service to the poor-----who gave generously of their time and energy in helping to prepare this manual.

6/21/67

SEDFRE WELFARE RIGHTS PROJECT
112 SOUTH ORANGE AVENUE
Newark, N. J. 07103
624-7747

FACT SHEET

What is the SEDFRE Welfare Rights Project?

In October 1966, the Scholarship, Education and Defense Fund for Racial Equality set up a special project in Newark to work with Welfare clients and other persons in need, not receiving Welfare. As a demonstration project, the program calls for the development and publication of information booklets on the rights and entitlements of persons eligible to receive Welfare payments.

What Kinds of Information Will the Booklets Provide?

Many Welfare recipients have never been made aware that they have rights guaranteed them by federal and state law. The booklets will give the steps and procedures for getting such things as transportation money for visits to the doctor or hospital, money for child care, to look for a job, to pay moving and storage costs, money for graduation, confirmation or summer camp, furniture, etc.

For clients interested in figuring out their own budgets, detailed instructions will be included. The booklets will point out areas of legitimate complaint for which there are ways of being heard, and legal remedies.

Can All Welfare Clients Get This Information?

50 Community Distributors are being trained in welfare rules and regulations. Most of these persons are themselves recipients of welfare payments. They will have the job of distributing and explaining the information to recipients throughout the city. In addition, a number of local organizations in the community will also cooperate by distributing booklets to persons in need who are known to the organization through community programs.

Where Does the Money for the Project Come From?

The Scholarship, Education and Defense Fund for Racial Equality is the sponsor of this program and has made funds and staff available for a period of 10 months. Based on the results of the Newark program, SEDFRE hopes that the project will be duplicated in urban communities throughout the country. The project is not in any way connected with any Welfare Board or governmental agency. SEDFRE is a national civil rights organization.

Can Welfare Clients, or Other Persons Join this Project?

SEDFRE specializes in making its trained staff available to local organizations working on community problems. While it is not a membership organization, SEDFRE welcomes and depends on large numbers of volunteers. The best way in which clients can participate in this project is by joining one of the client organizations working on welfare rights in Newark.

SEDFRE-WELFARE RIGHTS PROJECT
112 South Orange Ave.
Newark N. J.

BUDGET WORK SHEET

Needs Amount

Personal Needs ____________

Utilities ____________

Rent ____________

Telephone ____________

Special Diet ____________

Other ____________

No. Adults on check ________

No. Children on check ________

Total ________

Age of oldest child ________

Show Total Needs Here $____________

Income Amount

Wages ____________

Support Payments ____________

Other ____________

Show Total Income Here $____________

Subtract Income From Needs $____________

Your Monthly Check $____________

If your figures do not agree with your check, contact a clients' organization.

WELFARE CASE

NAME OF RECIPIENT____________________ AGE________

ADDRESS____________________ PHONE________

NUMBER OF CHILDREN____________________

CHILDREN ON WELFARE__________ AGES__________

AMOUNT OF SUBSISTENCE__________ OTHER INCOME__________

SOURCE__________ PROBATION OFFICER__________

RENT__________ HOW LONG HAVE YOU LIVED THERE__________

CASE NUMBER__________ DATE STARTED ON WELFARE__________

CASE WORKER__________ DAYS IN OFFICE__________

CASE WORKER'S SUPERVISOR____________________

LOCATION OF WELFARE OFFICE____________________

REFERRED BY____________________

PRESENT DISPOSITION OF CASE

REFERRED TO, OR FINAL DISPOSITION

To: State Department of Welfare

____
Address
____

Dear Sirs:

My welfare grant is not adequate to meet my family's needs. The basic needs set forth in my request dated ______________ have not been met.

Furthermore, I have no way to judge whether my family is receiving all the money we are legally entitled to receive since I have not given full and adequate information about the computation of my budget nor a copy of the official rules and regulations on which my grant is based.

I therefore request a fair hearing on the inadequacy of my grant and the failure of the Welfare Department to give me a special grant for the basic needs items which I recently requested.

I request access to all records and documents of the Welfare Department related to this matter and also request transportation, babysitting, and other expenses related to preparing for and appearing at this fair hearing.

At the fair hearing I intend to be represented by legal counsel which I am obtaining through my welfare rights group. Therefore, please direct all written response to this request to my representative:

____
Name of group representative

____
Name of group

____
Address

____
City State Zip Code

Also send copies of all response to this request to me.

I authorize this representative or any representative or attorney designated by my group to have access to my entire file - including records deemed confidential and to represent me in this matter.

Please inform us when the hearing will take place. We expect the hearing to be scheduled within sixty days.

______________________ ______________________
Date Signed

______________________ ______________________
Welfare Department Welfare Case #

INTRODUCTION

"The community recognizes that the welfare of the individual is essential to the welfare of the community as a whole. Therefore, it has created such services as public education, employment services, protective services, social insurance, and public assistance as part of a broad national system of social security."

N.J. Welfare Regulation
Section 2002, Manual of Admin.

WHAT IS WELFARE?

Welfare is a federal-state program to help people when they are out of a job, can't work, don't have any money or enough money to take care of their needs for food, rent, clothing and other items necessary for their health and welfare. The program is designed to serve families with dependent children, the elderly, the sick, blind and disabled.

For residents of New Jersey, special money from public funds is set aside by the Federal Government, the State and the counties to provide such help for persons who are in need. This money is paid through a county welfare board which must answer to the Bureau of Assistance, Division of Welfare under the New Jersey Department of Institutions and Agencies.

The Essex County Welfare Board is the local agency set up by the State to make money payments and services available to residents of the county who are eligible for the state aid through one of 5 welfare programs:

Assistance for Dependent Children	(ADC)
Assistance for the Blind	(AB)
Disability Assistance	(DA)
Old Age Assistance	(DAA)
Medical Assistance for the Aged	(MAA)

Eligiblity for all programs is based on financial need according to state welfare standards. Not all needy persons fall into the groups listed above. There is a separate program - it is called General Assistance (city welfare) available through the city Department of Public Welfare, (DPW). This program operates under a different set of rules and regulations. Therefore, persons who feel the county programs do not apply to them should contact a client organization listed at the back.

People who are in need, and eligible to get welfare payments, have the legal right to insist that the people who work for welfare--caseworkers, supervisors, county directors - provide them with all the benefits and entitlements due them under the law.

This guide has been prepared for the use of Newark families on welfare, for needy persons who are not getting all that they should get, and for those who have been denied.

It has used as its sources for information the New Jersey Bureau of Assistance Manual of Administration and the Categorical Assistance Budget Mannal. These are the books of rules which welfare workers must follow. Any welfare client or other person has a right to read these books at any county welfare office during office hours. See "How to Apply" for addresses.

YOUR PERSONAL RIGHTS

"The client shall direct his affairs insofar as he is physically and mentally able. This principle is based on the fact that economic dependency does not deprive a needy person of his civil rights nor does it release him from his normal duties as a responsible member of the community."

N.J. Welfare Regulation
Section 2004.5, Manual of Admin.

You have a Right to Privacy in Your Home and in Your Personal Life

In your home: Welfare workers are never allowed to force their way into or search your home.

In your personal life: The Welfare Board has no right to tell anyone (except other social and governmental agencies that will keep the information confidential):

That you're applying for welfare

How much welfare money you get

Anything you tell your caseworker about yourself

Anything the Board finds out about you on its w own

Keeping welfare information confidential is for your protection not the Board's. You can give permission to your lawyer or some other representative to see your case record and other confidential information, to discuss your case with your caseworker and to speak for you, if you wish.

The caseworker may ask you a lot of personal questions. You must answer all qhestions that will help welfare decide whether or not you're eligible, or how much welfare you should get. You don't have to answer any other questions.

You Have a Right to Say and Do Anything You Could Say and Do if You Weren't on Welfare

For example, you can spend your welfare checks however you want to spend them. This includes keeping your money in a checking or savings account.

The caseworker can't tell you what to spend your money on. Welfare can make you keep receipts to show how much you pay for rent, and for other expenses that help decide the size of your check. But Welfare can't make you prove how much you spend for anything else.

And Welfare can't tell you how much to pay for anything.

The caseworker can't make you return your check, or any part of it, so that Welfare can spend it for you.

Welfare can't help anyone collect debts from you.

Welfare Can't Tell You How to Live. Your sex life, your social life, the way you raise your children, are all your own private business, just as they'd be if you weren't on welfare. (Of course, everyone, whether or not he's on welfare, is expected to take care of his own children, but if Welfare threatens to take them away from you, contact a lawyer right away.)

You can say what you please, even if you talk against Welfare. Free speech is the right of everyone.

You can join any group, including civil rights groups and organizations of welfare clients.

You can sign petitions and take part in demonstrations.

You can vote for anyone you please.

You have a right to be treated fairly.

Welfare clients have the same rights everyone else has.

Welfare can't give you less money than it gives other people with the same needs, and can't treat you worse than it treats people of another race.

No employee of the Welfare Board has a right to insult you or push you around.

FAIR HEARINGS

You have a Right to a Fair Hearing

If Welfare doesn't pay you when it should

or pays you less than it should

or turns down your application (the Board must explain why)

or takes longer than 30 days (60 days in DA) to act on your application by sending you a check.

or holds your check

or suspends or closes your case while you are in need

or wants you to do or not do something to keep getting your checks

or refuses to give extra money for items you need and have asked for

or violates your rights in any other way

What a Fair Hearing is

A fair hearing is like a trial in which you claim that Welfare has done something unfair or illegal. The judge is an official of the New Jersey Department of Institutions and Agencies, the State department in charge of welfare. He hears your complaint, and your reasons for making it, and then he hears Welfare's side of it. Then, if he decides that Welfare is wrong, he'll order Welfare to pay you, or pay you more, or do whatever else should have been done.

Welfare can't pay you less, or stop paying you just because you ask for a fair hearing. Your caseworker may become hard to get along with if he thinks you're a "troublemaker" but he has no right to interfere with your welfare payments because of this.

Help From Client Organizations And Lawyers

A clients' organization can help you in dealing with welfare. Many members have been trained in welfare rules. You have a right to use their help in negotiations with the Board, as well as in hearings. You can find a list of these organizations at the back of this booklet.

People with lawyers win their cases much more often than people without lawyers. A lawyer won't cost you anything. The Newark Legal Services Project will give you free legal help. The office for your neighborhood is listed at the back.

Sometimes lawyers can win "back money" for you if it can be shown that payment was denied you while you were in need and eligible for it. Sometimes lawyers can have you put back on welfare, if you have been cut off, from the time you ask for a fair hearing to the time a decision is put into effect.

GETTING A FAIR HEARING

You can ask for a fair hearing in person or by telephone if you wish, but it's best to apply in writing, and keep a dated copy of your letter.

Send your letter to, or get in touch with:
The Director, Division of Welfare
Department of Institutions and Agencies
P.O. Box 1627
Trenton, New Jersey 08625

When you ask for a hearing: Tell why you want it. Make sure you use the word "hearing." This will let the State know you mean business. Your hearing date must be within 30 days of your request.

Some Things to Remember About Fair Hearings

Welfare may try to get information from you. Don't answer questions that have anything to do with your hearing, unless your lawyer is with you.

At least 7 days before the hearing, the State must send you written notice of the date, time and place at which the hearing will be held.

The hearing must be held on a date that's convenient for you.

If the hearing is far from your home, the State must give you transportation.

You have the right to bring a lawyer, and anyone else you want, to help you at the hearing. You can call witnesses. You can also question welfare employees.

The hearing is completely private and confidential. You have a right to see whatever evidence there is against you.

If you can't show up for the hearing, let the Board know and ask for another hearing. The State must give you one.

The State must decide your case within 20 days of the hearing.

The State's decision must cover all the points you have raised.

If the decision goes against you, you can ask a lawyer to fight the decision in court.

MONEY FOR SPECIAL NEEDS

Every one who gets welfare is placed on a budget. This budget shows how much money Welfare thinks you need for your main living expenses every month. Part of any money you earn may be subtracted from your budget. The amount left over will be the amount of your monthly welfare check.

You have a legal right to get extra money to meet needs which are not covered by your basic budget, if you are eligible for it. Welfare must give you this money. Welfare can also give you money for special needs which are not listed in law, but which are necessary for your family's health and welfare.

Extra money may be included in your regular monthly check or it may be given to you in a separate check.

It is up to you to let your caseworker know what you need. It is your caseworker's job to see to it that you get it.

Make your request to your caseworker in writing. Keep a dated copy of your letter for your records. If you need a special item or service right away, or if your caseworker takes longer than two weeks to give you the money, get in touch with a client organization.

WHAT WELFARE MUST GIVE YOU

Here are some of the special money payments that Welfare must give you, if you need them.

Welfare can--and must give you extra money to buy or repair such necessary household items as:

furniture (bed, couch, kitchen set, etc.)
appliances (refrigerator, stoves, etc.)
furnishings (sheets, curtains, etc.)

If you want money for any of these items, the caseworker will probably ask you to get 2 estimates of the cost. That means you must have 2 used-furniture or equally low-priced stores write down how much they'll charge for the item you want, Welfare gives only enough money to buy the item at the store with the lowest price, but you can spend your money at any store you choose.

If any of these things wear out, Welfare must give you money to have them fixed, or to buy another one. Welfare won't give you money to buy a new appliance, or piece of furniture, if you can have the old one fixed more cheaply.

If you're still making payments on an appliance or on furniture when you become a welfare client, Welfare may pay whatever you still owe. Welfare will do this only if you owe less than you'd have to pay to replace the appliance or furniture.

SPECIAL CLOTHING

You can get extra money for clothing if:

Your clothes are destroyed by a fire or some other accident.

You need special clothes to enter a hospital or school.

Your child needs clothing for his confirmation or his school graduation.

Your child needs clothing for summer camp.

You need special clothing, such as orthopedic shoes, for a medical reason.

You need clothing for immediate wear and you have not been on welfare long enough to have saved for it.

SPECIAL DIETS

Welfare must pay for any kind of special diet you may need. The extra money will be added to your monthly check. You can get extra money to pay for a special diet if:

- You are pregnant, or a nursing mother.
- You or your children suffer from overweight, underweight, diabetes, ulcers, anemia, tuberculosis, high blood pressure, or any other ailment for which a doctor prescribes special foods.

If you want Welfare to pay for a special diet, you must get a written note from a doctor saying you need it. If you want to keep getting money for a diet, you must get another written O.K. from a doctor at least once a year.

TYPE OF DIET	Amount
Bland Low Residue (All Ulcer Diets)	$8.50
Diabetic	7.50
High Vitamin, High Caloric, High Protein (Malnutrition, Tuberculosis, Anemia)	10.30
Low Fat, High Protein	9.20
Low Salt	5.50
Nursing Mother	11.00

RESTAURANT MEALS

If you need to eat one, two or three meals a day in a restaurant because you are unable to prepare and store food at home, you are entitled to get extra money in your budget. This includes physical or mental conditions which prevent you from preparing food, living arrangements that have no cooking facilities, and times when your utilities are shut off. Check with a client organization if you think you should get extra food money. If you are already getting a restaurant allowance, a client's group will advise you if you are getting the right amount each month.

TELEPHONE

Welfare must give you extra money for a telephone if:

- you need a home phone for your, or your family's health and safety.

- you work, and you need a home phone for your job.

In either case, Welfare must pay your deposit as well as the monthly cost of $4.24. Any other welfare client can have a phone but he won't get extra welfare money for it.

UTILITY DEPOSITS

Welfare must pay the deposit to get the utilities turned on when you don't already have a deposit with Public Service. Public Service will give you a form that shows how much of a deposit you must pay. Give this form to your caseworker. Welfare must give you a check for the amount of the deposit shown.

If you owe back bills on your utilities, Welfare can pay them if you have received a final notice of a cut-off.

OTHER TRANSPORTATION

You can get extra money in your regular check or in a special check for minimum essential transportation to:

School or a training program

Church

Shopping

Visits to a family member who is in a hospital or institution

Clinics, hospital or doctor

Trips to a recreation center, day care center, youth club or group for the aged

WHAT WELFARE MAY ALSO GIVE YOU

Here are some other special money payments you can get if welfare agrees with you that they are necessary for your health and welfare. There are many more you can get if you need and ask for them. If Welfare doesn't agree with you, and you still feel that it is important that you get the extra money, stand up for yourself. If you don't get results by going all the way up to the Director, ask for a fair hearing.

Training Programs

In general, Welfare can pay expenses connected with courses that will help you get a job.

If you take any city, county or state vocational course such as the Business and Industrial Coordinating Council's training courses, that will find you a job afterwards, Welfare must pay your carfare and your baby-sitting costs.

If you want to take a vocational course, such as a course in beauty culture, key punch operating or welding, that is hard to find in public schools, Welfare must pay for your classes.

Welfare can also pay for courses that teach you how to be a nurse or a laboratory technician, so long as those courses give you practical job training.

If you must take college courses to get a certain job, Welfare may pay for them, too.

Automobile

If you need a car to go to and from work, or to look for work, because public transportation is not available or can't be used by you because of illness or disability, Welfare can pay all the costs of operating your car on a monthly basis. This money will be paid to you for the miles you drive to and from work. You are also entitled to extra money for special car expenses such as licenses, repairs and insurance.

Homemaker and Other Services

If you have an injury or temporary illness and you can't do your own shopping, take care of the furnace, stove or household, Welfare can pay someone to do these things for you if there is no relative or friend able to do them for you.

Day Care

If your child has to be left with a neighbor after school, or if you need to use a day care center for your child while you are in a training program, Welfare can give you money to pay for a day care mother in her own home or for a day care center. If, because of death in the family, or because of a serious nervous condition or health problem you need to have your child taken care of for part of the day, you can get money for this. For child care costs in connection with a job, see page---of the section on "Income."

Insurance Premiums

If you have life insurance policies not worth more than $300 ($500 if you get Blind Assistance) a special allowance to pay the costs of the insurance is available for each family member on the budget who is eighteen years old or older. See page--for more information on insurance.

Burial

The Board will pay for an inexpensive burial for you or your children. It will also reimburse the expenses of burying your husband (or wife) even if he (she) wasn't on welfare. Welfare uses many rules about burial expenses. If it refuses to pay these expenses, or or doesn't want to pay enough, you or someone in your family should get in touch with a client organization.

MEDICAL CARE

As a welfare client, you should be able to get all the medical care and all the medical suppiles you need, without paying anything. The law says Welfare must pay for your:

doctor bills
dentist bills
hospital care
prescribed medicines
special diets
glasses and special clothes
vaccination and shots
nursing care

But Welfare has rules about medical care. If you don't follow the rules, you'll wind up paying the bills yourself. So be careful.

REMEMBER: Welfare won't pay for any medical care you can get free.

Most doctors and dentists who treat welfare clients, and most stores that sell medicine, glasses and special clothing to welfare clients, have special invoices. These invoices are printed forms which you must sign when you receive treatment, or get your supplies. The doctor sends the invoice to Welfare, and Welfare pays him directly. This is the only way the Welfare will pay most doctors.

If you give a doctor or druggist money, you won't be able to get the money back.

Doctors and Dentists

You can go to any doctor or dentist who has a license, and who doesn't mind being paid at the Welfare rates. You can get a list of doctors and dentists who will treat welfare clients from a Client Organization. (See back cover)

Hospitals

In an emergency, you can use any hospital that will agree to take care of you. Otherwise, you must use a city, county or state hospital.

ADC clients and their families who must stay in a hospital are expected to use Newark City Hospital.

Some hospitals and clinics will take care of you free if you show them your welfare check stub. These hospitals and clinics are: Newark City Hospital, Overbrook, Soho, low-cost clinics, such as the dental clinic at Presbyterian, all state hospitals, the New Jersey Rehabilitation Department at Newark and Princeton.

If you are over 65, and not covered by Medicare, and have just enough money to meet your basic needs but not your medicals needs, you should be able to have all your medical expenses taken care of by County Welfare. This is done under the Medical Assistance for the Aged program. You can learn more about this program from a Client Organization.

If you get Old Age Assistance, Welfare will see to it that you are covered for hospitalization under special contract with Blue Cross which won't cost you anything. If you are not on OAA but on some other kind of welfare, and you already have Blue Cross or Blue Shield insurance, you may be able to get money to pay for these health plans. Welfare will not pay for them if you can get the same benefits free of charge.

HOUSING

Security Deposits

Welfare can give you money to pay your security deposit, so long as:

You can't rent a decent home in the same neighborhood without paying a deposit.

The deposit is not more than 1 month's rent.

The landlord promises, in writing, to return your deposit in cash or in rent, so long as you don't damage the home, or violate your rental agreement when you move.

When you find an apartment that meets these conditions, check with your caseworker.

Welfare can also pay deposits for keys, and pay exterminating costs.

Back Rent

If you owe back rent when you become a welfare client, Welfare may pay it for you. The Welfare Board will not usually pay more than 3 month's back rent.

Moving

Welfare must pay your moving costs. Before it does this, your caseworker will probably tell you to get 3 estimates. That means you must get 3 different moving companies to write down the prices they'll charge for moving you. Welfare will give you a check for the amount of your moving costs, and you'll have to pay the mover.

Welfare won't usually give you a check until after you've moved, so it's important to find a mover who doesn't mind waiting to get paid.

If Welfare doesn't pay your full moving expenses, ask for a fair hearing right away.

Evictions

If you're about to be evicted from private or public housing, call your caseworker right away. (And get a lawyer. Call one of the numbers listed on the back page to find out about free legal help.)

If you're a new welfare client, Welfare may pay your landlord enough to keep you from being evicted.

If Welfare hasn't been giving you enough money to pay your rent, it is supposed to give you the extra money you should have been getting all along.

If you're evicted, Welfare can pay for storing your furniture, clothing and appliances. Welfare won't pay storage if you can get new things for less money that it will cost to store the old ones, while you find a place to live.

Newark Sunday News

NEWARK, N.J., JANUARY 29, 1967

N.J. Welfare Costs Rising Despite War on Poverty

By DOUGLAS ELDRIDGE

All the antipoverty activity in New Jersey—more than $77 million worth of it—has so far scarcely slowed the steady rise in welfare rolls across the state.

The War on Poverty enters its third year in Newark and other cities this month, yet costs and caseloads of most welfare agencies continue to climb.

While the economy reached new peaks last year and Economic Opportunity Act programs trained and employed thousands of New Jerseyans, the ranks of the dependent still grew.

Some 14.700 adults and children were added to the rolls last year alone. This is as big a rise as in 1965, and considerably larger than in 1964—before a single shot had been fired in the poverty war. By the end of 1966, there were more than 187,000 people receiving public assistance in New Jersey.

There are some faint glimmers of hope—municipal relief rolls are down in Trenton, and the rate of increase in Essex County slowed a trifle. But most welfare statistics give no sign that victory over poverty, despite the infusion of $77 million in New Jersey, is in sight.

Problem Pinpointed

On the contrary, lingering expectations that poverty programs might produce savings in welfare were laid to rest at recent budget hearings for the City of Newark and Essex County. As usual, appropriations had to be upped.

Meanwhile, figures from many sources only point up the dilemma:

Since December, 1964, the U.S. Office of Economic Opportunity has granted $77,022,304 to New Jersey—more than half of it for work and training projects.

OEO grants to Newark and Essex County total $21,269,389 for the last two years, with more than $19 million just for the city. This is on top of $10 million in Labor Department grants for manpower training projects here since 1962.

But in spite of all this spending . . .

—the number of persons collecting welfare in New Jersey rose from 158,550 in December, 1964, to 187,668 in December, 1966.

—the Essex County Welfare Board's rolls swelled from 46,365 persons in late 1964 to 54,324 last month, and its budget from $34 million to $43.2 million in the two years.

—Newark's relief rolls reached 3,070 cases on Dec. 31, the highest year-end figure in years, while total expenditures hit a new high of $5.7 million.

Painful Paradox

It seems like a painful paradox—both for the taxpayer and for the welfare recipient, who may both have expected the antipoverty army to liberate them from some burdens.

Top welfare and antipoverty officials still see no early end to the upward spiral, either. But this, they insist, doesn't mean the War on Poverty is making no gains. Rather, they say, it shows the need for increased effort.

These officials argue it is still too early to judge the lasting impact of antipoverty efforts. Many training projects have been slow in starting, they say, and are just moving into high gear. All allocations haven't been spent, they add.

Even if there is little or no drop in welfare rolls, they say, many recipients have been helped to become self-supporting—even if others quickly take their place on the relief rolls. The welfare load might be even worse without the antipoverty drive, they say.

The officials blame the continued rise on many factors—particularly the high birth rate in slum areas (half those on welfare are dependent children) and the lag in employment in central cities. Some cite the migration of the helpless to the cities, and the new efforts by civil rights groups to recruit all eligible persons for welfare.

Unable to Work

These officials content that most of those now on welfare are unable to work—they are too old or too young, too disabled or too illiterate, or too burdened with child care or personal defects. The most intensive services would make only a fraction of them employable, the officials claim.

Irving J. Engelman, director of the N.J. Division of Public Welfare, concedes there has been no slackening in welfare applications, and the general relief load — normally down in prosperous times — climbed 9.7 per cent last year.

But, he said it is unfair to use welfare "as the key measure of antipoverty programs—the key measure is their long-range impact." And he added: "Who knows whether, without these activities, there would not have been a greater rate of growth in welfare?"

"All the antipoverty programs," Engelman says, "will not reduce the number of aged persons . . . the disabled . . . the blind . . . and they are not going to significantly reduce, at least in any short run, the number of deserted, widowed and abandoned mothers."

And the state's top antipoverty official, John C. Bullitt, director of the N.J. OEO, says many of

Welfare Costs Rising

(Continued From First Page)

the major Economic Opportunity Act programs cannot produce quick cures for social ills.

"You don't reduce the welfare rolls or halt their rise through Head Start classes," said Bullitt. "The only thing in our arsenal is manpower training."

Many training projects have been slow in getting under way, he said. But he expects a steadily increasing emphasis on manpower development.

More than 90 per cent of the cases added to the rolls in New Jersey in the last two years are in one category—Aid to Dependent Children (ADC), most of them without fathers in the home. Last year alone some 9,300 mothers and children were added to the ADC rolls—more than a third of them in Essex County.

Rise Slowed

Philip K. Lazaro, director of the Essex Welfare Board, notes that the rise has slowed a bit—the average increase in cases was 75 a month last year, compared with 90 a month in 1964. And 2,674 cases were closed last year, compared with 2,400 in 1965. But still there was a net gain of 899 families during the year—and Lazaro sees no reversal of the rise until the 1970s.

Lazaro also sees no immediate effects of antipoverty activities on the county caseload.

"I believe in training, I believe in work experience, I believe in all that," he asserts, "but to break the cycle of dependency, we will not make the headway desired by the community through these programs."

"The real solution to ADC goes over and beyond that," he declares, to "a greater focus on working with the children, not just those on ADC but the low-income kids who are our cases of tomorrow."

Lazaro says he has been trying for two years to get funds under Title V of the Economic Opportunity Act to train some ADC mothers. But Washington keeps turning it down because it wants only one to a county—and Newark got there first.

Lazaro thinks only about 500 of the 11,000 women collecting ADC in Essex could be trained and employed. The majority have small children and ought to stay at home to care for them, he said. One study found that only 20 per cent have finished high school, he added.

Seven Projects Under Way

Of the $77 million allocated to New Jersey by OEO, some $10 million is specifically for training unemployed fathers and mothers on welfare under Title V. Seven projects are now under way, with total enrollment of 1,150.

The Newark Welfare Division has received $5.8 million in these Title V funds, and has spent $2.7 million so far to support and train 972 adults from the relief rolls. More than 250 have been placed in jobs—yet the rolls are higher today than when the project started in mid-1965.

Mayor Hugh J. Addonizio says he is disappointed there has been no appreciable saving. "We were led to believe this would be tremendously successful," he said, "but it hasn't reduced the welfare rolls, even though it has taken people and trained them."

Asked why he thinks the rolls are still going up, the mayor cited recent reports that there were 1,200 illegitimate births at City Hospital last year—many to girls under 16.

In Trenton, meanwhile, a similar but smaller Title V project has produced some apparent results—the average relief load has been cut from 450 to 400 in a year, and the city wound up 1966 with a drop of $73,083 from its 1965 welfare budget of $653,445.

Some observers think Trenton has made headway because its antipoverty agency, United Progress, Inc., gives top priority to manpower and works hand-in-hand with city government. In Newark the United Community Corp. until recently gave low priority to manpower, and many agencies run their own training projects, with little coordination.

Above Average

But officials of the Newark Title V project—run by the city, with no UCC connection—claim their placement rate of 49 per cent is above the national average. Preliminary figures show the placement rate for all seven New Jersey projects averages 37.

John Taylor, state coordinator of Title V, said Newark is "doing a remarkable job." Those being trained, he said, "are not a bunch of ablebodied, well-motivated men—these are people who are pretty sad."

Mrs. Grace Malone, city welfare director, said Title V "has produced a saving . . . but it's not a numbers game project." If the 440 persons now in training were returned to the city welfare rolls, she said, it would add at least $600,000 to the budget.

She also noted that the project—limited by federal rules to heads of families with children under 18—cannot admit many adults now on relief. In the last 18 months the project has taken in 972 trainees, but has turned away 613 ineligible or disabled volunteers.

And many of those who were trained, she said, "were different from ordinary workers—they had been sapped of their inspiration."

The city's rolls are on the rise again, she says, because many people are being encouraged to apply for welfare by civil rights and antipoverty workers. In addition, she says, some people are applying just to take part in the Title V training.

She and William P. Burrell, acting director, concede that their project—the biggest antipoverty effort in the state—was slow in starting. Some $1.4 million of the first grant of $3.2 million was returned unspent to OEO.

But now it is moving well, they said, and is changing attitudes of employers and welfare clients. Job training and placement are becoming integral parts of the welfare system, they say.

Load Not

The city's manpower director, Donald Malafronte, contends that Title V has been "reasonably successful," although it produced no cut in the relief load. "It's the most interesting and complex of the antipoverty programs," he said, and it's been difficult to mesh it with all the training, education, health and social services the trainees need.

As to the persistence of the relief load, Malafronte cited a report showing the Newark unemployment rate since 1960 has dropped only from 11.3 to 8.2 per cent, while the nation's decreased from 5.6 to 3.8.

He also cited a study which found that most of those who remain on relief for any length of time are unfit for almost any employment. "These are persons beyond the reach of rehabilitation," said Malafronte, and antipoverty programs will have little impact on them.

While the antipoverty effort has done little to ease the city's financial squeeze, Malafronte said, the "overall impact of the programs is really significant, not only in terms of jobs and help . . . the expectations and movement aroused are really fantastic."

The city is now trying, he said, to develop more comprehensive training projects, with more stress on basic education and pre-vocational preparation.

Various officials also note that many of the federal programs so far are not aimed directly at the hard core of adult poor. Manpower training has been geared mostly for those with some education, while antipoverty projects have emphasized youth. Newark's antipoverty agency, the UCC, has spent more on play streets than on training projects in the last two years, and is only now shifting emphasis.

But heads of UCC say their success should be measured in involvement of the poor in local affairs—not just by welfare figures.

"We're not geared to replace welfare on a quota basis—one antipoverty job equals one less welfare recipient," says William K. Wolfe, UCC director. "And for everyone that we take off," he said, there is another poor person who is eligible for welfare and isn't collecting it.

And the UCC's associate director, Donald M. Wendell, said most of the UCC's programs so far have been aimed at young people. "Our initial thrust was on preventive programs," he said. "We've been addressing ourselves to them before they become casualties."

More than half the $8.3 million allocated to UCC so far has gone to education of the young, and less than 10 per cent to manpower programs. But recently the agency's board decided to put more emphasis on training, and less on education.

The rising cost of welfare is due mainly to the growing caseload, but increased allotments and rising administrative expenses are factors too. Average grants to ADC families have risen $15 in the last two years, and grants to individuals on relief are up about $10. In Essex, welfare administrative costs have gone up 36 per cent in two years, although the amount given to recipients went up only 23 per cent.

Welfare and antipoverty officials recommend many steps to slow or stop the rise—intensified training, education and social services; extension of ADC to discourage desertion by jobless fathers; creation of "one-stop opportunity centers" to combine training and services in slum areas, and modernization of the whole welfare structure.

NEWARK SUNDAY NEWS, JANUARY 29, 1967

The Rising Rolls

The following figures from the N.J. Division of Public Welfare show the numbers of persons in various welfare programs since the start of the War on Poverty:

	November 1964	November 1965	November 1966
Old age assistance	13,872	13,992	14,878
Disability assistance	8,635	8,906	9,206
Aid to dependent children	102,218	112,835	122,170
Blind assistance	944	913	906
Medical aid to the aged	5,287	5,849	6,266
General relief	30,475	28,160	29,138
TOTAL	161,431	170,455	182,564

Detailed figures for December are not yet available.

These figures from the Essex County Welfare Board show the numbers of persons it was aiding:

	December 1963	December 1964	December 1965	December 1966
Old age	3,502	3,523	3,630	3,655
Disability	2,535	2,675	2,772	2,752
Dependent children	34,260	39,094	43,006	46,685
Blind	253	262	255	262
Aged medical	867	811	1,028	1,080
TOTAL	41,417	46,365	50,691	54,324

And these figures from the Newark Division of Welfare show the total number of families collecting relief:

	1963	1964	1965	1966
June	2,063	2,538	2,723	2,673
December	2,516	2,999	2,440	3,070

February 17, 1967

Mr. Frank Weil
525 Park Avenue
New York, New York

Dear Frank:

I am sending you a copy of the second draft of the welfare handbook. This mimeographed draft is being sent to key participants in the Welfare Rights Project, including the advisory committee, for their evaluation and for actual testing with welfare recipients. The final draft will then take into consideration the suggestions made at this stage. In preparing the handbook, our resource people have been primarily lawyers and caseworkers. Now, we must determine its usefulness for welfare clients.

We believe the guide to be relatively simple and easy to read. The testing should confirm this or suggest modifications. But, while the guide appears simple, it has been very difficult to do. The laws have had to be researched, as well as the welfare regulations. During mid-course regulations were changed. Then, we had to compare the law with actual practice as reported by our caseworkers and by our welfare clients.

As we developed the information during the past few months we conducted an orientation program for approximately 40 people. This gave us a better feel for the problems of the clients and of the problems we will meet in the actual distribution. One caseworker, after reading the budget section, said that now she understands how to figure out budgets. Shirley Lacey has been asked to share her experience and knowledge with the Law Students Civil Rights Research Council, the Family Life Improvement Project at Rutgers, the Atlantic Human Resources Council, and the Suffolk County Office of Economic Opportunity, as well as with Operation Breakthrough in North Carolina. In East Orange, New Jersey the local community action agency has set up an office modeled after ours to disseminate information to recipients about their rights. The staff member assigned to this project is one of the participants in Mrs. Lacey's orientation program.

Cont'd...

Meetings and conferences with welfare recipients indicate that they are in need of the kinds of materials that we have developed. We feel that the project is already positively touching the lives of many persons in Newark. We believe that this will be translated into new hope and self help activity in the months to come.

Sincerely,

MARVIN RICH
Executive Director

MR/cs

cc: Andrew Norman
Deborah Cole

To: Marvin Rich, Executive Director

From: Shirley Lacy, Director, Welfare Program

Re: Pre-testing of welfare manuals

Twenty-five of the fifty manuals were distributed among recipients for comments and criticisms. To date twenty persons have responded and returned their copies. Five are still outstanding. One of the problems in getting manuals back is that many of the recipients do not have telephones and it is sometimes necessary to make as many as three trips to a home before making contact. Efforts will continue to have all manuals from recipients returned.

Of the twenty persons responding, all were unanimously agreed that the manuals were very informative and easily understood. We attempted to divide the test group in half, distributing manuals to those who had received no type of orientation or training as opposed to those who had been in the orientation program or had been in one way or another involved in the welfare rights movement. Five persons who had been trained as distributors helped with the testing by sitting down with other recipients and making notations of the responses and comments.

Ten of the twenty persons responding could find no fault with the manual and appeared completely satisfied, eventhough most OF THESE could not figure their budget. It was apparent that this group was more appreciative of getting the information than in adding anything to change it. Most of the useful comments came from persons who had already been exposed to the project materials or were actively participating in some kind of organized group of welfare recipients. The areas of most concern and question were those that dealt with how to stand up for your rights when a caseworker forced his way into the home, came at non-business hours, told a client that the rent on a new apartment was too high and refused or delayed in accepting estimates from the client for additional clothing and furniture allowances. Most clients were glad to know that there was a procedure for having support payments paid directly to the welfare board and wanted more information on how this can be accomplished, since this goes to the heart of the problem of their continuing need.

Testing Results

Number of recipients receiving the manuals	25
Number of responses	20
Number of persons who made useful comments and criticisms	
in writing -	7
verbally -	3
Number of persons able to figure budget without help	7
Number of persons able to figure budget after further explanation	7
Number of persons who could not figure budget even with help (lack of understanding)	4
Number of persons who could not figure budget correctly because family size and composition was not included in our examples	2

Responses from professional personnel

Andrew Norman - Would like to see more information on minimum standards; suggested that General Assistance be handled as a separate brochure

Brian Glick - Suggested a page be included for client to figure his own budget; felt that some citations are needed to show the source of our information and add credibility i.e. man-in-the-house, leaving the state, getting back-payments

Ricky Lisseck (caseworker, ECWB) -made a number of procedural corrections, felt we should indicate somewhere in the official N.J. State Manual used by caseworkers; thought the cover page was too intimidating

Prof. Purcell - Thought booklet will be too long and that clients will not really read it. (Special note: our test revealed that every client, with the exception of two individuals, read it from cover to cover in one reading. The two persons who did not complete their reading were very upset over particular problems and could not concentrate when visited by the tester.)

Bob Melican - (Research student under Purcell) Thought the manual was good and really taught him many things he wanted to know as a student taking his Master's in C. O. He thought the budget section was very good.

In my opinion, as the person having the major responsibility for the manual, I feel that it is basically good, but that some sections are weak in terms of information given. I find that the table of contents does not really help recipients in getting at the desired information quickly. I think that most people will read the manual through, so the present table of contents makes for repetition which we cannot afford. Some of the things said under Section 1 - Protect Your Rights should go at the end of the booklet, since clients will not know what their rights are or what things "sound wrong" until they have read substantial portions of the material. You won't know how much money you're supposed to get unless and until you have figured the budget.

In discussing Aid for Dependent Children it is extremely important to include children between 18 and 21 who are still in school since they are also eligible. (Terms You Should Know)

Since we list the phone numbers and locations of the legal services offices, our references should be to neighborhood law offices listed at the back of the book, rather than to the main office, 623-6877.

In Section 5 -Your Personal Rights, subsection 2 may make it difficult for advocates to deal with the welfare board. We should add the phrase "without your permission."

The budget section should also include the chart on special diets, since this is a means of increasing the basic check and many clients are not aware that they can get this money for themselves or their children.

My remaining criticisms have been covered in the comments made by other persons who have read this draft. Their returned copies are now in the hands of Brian Glick and Dan Chazen.

March 20, 1967

Mrs. Joseph Willen
470 Park Avenue
New York, New York

Dear Pearl:

I am enclosing a report on the Pre-testing of the welfare manuals. Since this report was written we have revised the budget section substantially and now two-thirds of the welfare recipients can figure their own budget without help.

We made certain other editorial revisions and have sent the copy to the printers for galley proofs. We will keep you informed.

Cordially,

Marv

MR/lp
Enclosure

March 20, 1967

Mrs. Claude Heckscher
159 East 94th Street
New York, New York

Dear Claude:

I am enclosing a report on the pre-testing of the welfare manuals. Since this report was written we have revised the budget section substantially and now two-thirds of the welfare recipients can figure their own budget without help.

We made certain other editorial revisions and have sent the copy to the printers for galley proofs. We will keep you informed.

Cordially,

Marv

MR/lp
Enclosure:

March 20, 1967

Mrs. Alan J. Freedman
25 Central Park West
New York, New York

Dear Doris:

I am enclosing a report on the Pre-testing of the welfare manuals. Since this report was written we have revised the budget section substantially and now two-thirds of the welfare recipients can figure their own budget without help.

We made certain other editorial revisions and have sent the copy to the printers for galley proofs. We will keep you informed.

Cordially,

Marv

MR/lp
Enclosure

March 27, 1967

Mr. Joseph Fox
Random House, Inc.
457 Madison Avenue
New York, New York

Dear Mr. Fox:

I am enclosing galley sheets for the revised Newark Welfare Manual. There have been some changes from the mimeographed copy you read earlier. These changes reflect the results of our field testing with welfare clients and friends of the project.

I would like your opinion as a professional writer and as someone, one or two steps removed from the project. Do you feel that these galleys represent a manual that will fulfill the purposes of the project? It was our intention to achieve a tone that was supportive of the client, that developed empathy but did not encourage unnecessary conflict. Admittedly difficult. Do you think we have come reasonably close to the mark? Do you have any suggestions for improvement?

The original proposal called for "a comprehensive body of information for the use of welfare recipients, persons eligible but not receiving public assistance, and persons working with recipients in Newark, New Jersey."

"The involvement of welfare recipients and impoverished individuals will be an essential element of this project. Through the encouraged use of the information materials provided by the project, it is conceived that welfare recipients will become better informed about the welfare process, more confident to press for their rights, and more effective in satisfying their needs for increases in income grants, goods, and services."

I am most grateful to you for crowding yet another manuscript into a very busy day.

Sincerely,

Marvin Rich
Executive Director

MR/lp
Enclosure:

RANDOM HOUSE, INC.
457 MADISON AVENUE, NEW YORK 22, N.Y.
TELEPHONE PLAZA 1-2600

JOSEPH M. FOX, EDITOR

April 5th, 1967

Mr. Marvin Rich
Executive Director
Scholarship Education and Defense
Fund for Racial Equality Inc
150 Nassau Street
New York, N.Y. 10038

Dear Mr. Rich:

I have looked over the galleys you sent me of the revised Newark Welfare Manual and do detect an improvement over the first draft. But I find it difficult to give you my reactions as a professional editor (I am not a writer) because I really have no constructive suggestions, merely an uneasy feeling about the tone of the pamphlet as a whole. What bothers me is that I detect a kind of writing down, a condescension, in these pages that seems only to emphasize the enormous gap between even the best intentioned person in the welfare field and the recipients of welfare. Though I know nothing whatsoever about the problems of welfare, I cannot believe that the style and tone employed here is the best way of getting your message across.

On the other hand, as I say, I have no solutions myself, at least in part because I have no experience. But I suspect that the best writer for this Manual would have been a Negro who has risen from a background of welfare assistance and can communicate better with those at whom this Manual is aimed. I realize that such a man would be hard to find--perhaps he doesn't even exist--and I am sorry that I cannot be more helpful.

Sincerely yours,

JM Fox

JMF:eae

MEMORANDUM

TO: Marvin Rich
Dan Chazen
Shirley Lacey ✓

FROM: Brian Glick

RE: Galleys of Newark Welfare Rights Handbook

DATE: April 14, 1967

I will first deal with the very important overall problems of the present draft and then give a detailed, section-by-section critique. I should point out that the changes are far more extensive than would ordinarily be required at galley stage, largely because I had time for only some general comments on the first draft and had been promised a typed second draft to analyze in detail before galleys were made.

OVERALL CHANGES

1. Detailed alphabetical index at back in place of section on "Terms You Should Know".

Except for the Table of Contents -- which I assume remains as general as it was in the draft, since it was not included in the galleys -- there is never any indication of where the reader can find the answer to a particular question. The list of "Terms You Should Know" is not organized logically or alphabetically and only repeats, with occasional cross-references, explanatory material which is or should be in the text. More white space should be left and the subheadings should stand out more, so that it becomes possible to skim effectively, but that is not enough. It is imperative that we add at the back a very detailed alphabetical index, and then through the book advise the reader to check the index to find which pages deal with which specific issues.

I am now convinced that the "Terms You Should Know" section should be eliminated since its simplification is inherently misleading (see examples in detailed analysis) and each term necessarily amounts either to repetition or to removal of important explanations from their proper place in the text. If we need to use an unfamiliar term in more than one place (which I doubt), we can refer the reader to the page containing the explanation. If the reader wants to use the book to discover what a particular term means, he can look the term up in the index.

2. New Introduction which: (a) briefly describes the structure of the welfare system (federal - state - county - city; Directors - supervisors - caseworkers); (b) distinguishes city welfare from county welfare and very briefly describes city welfare; (c) briefly discusses the concepts of eligibility and need and explains where they're dealt with in the handbook; and (d) explains the concept of legal rights, that this book describes the most important laws as they presently exist, that the laws are subject to change through bureaucratic decisions, political pressure, and legal action, and where the laws are found and how to see them.

The present introduction has no content. The points which need to go at the very start of the boook so that people understand what the book is and is not about are buried or not stated at all. Without an introduction which outlines the legal and bureaucratic system, most readers will be almost as helpless with the handbook as without it. When a caseworker challenges the handbook, the most the client will be able to do is run to a lawyer. (Telling the client to make the caseworker show a rule or law which backs him up hardly helps. Generally the client needs to be able to invoke the rule.) I still feel strongly that the book should include citations to back up each specific statement, but at the very least this type of introduction is essential.

3. Re-write the material in the sections on "Protect Your Rights" and "Watch Your Step" and integrate them into the text.

As the draft now stands, the first substantive "information" communicated to a client is that he should "Follow the Welfare Board's Rules" (even when they are unconstitutional?) and carefully save receipts (listed under the heading "Follow the Boards Rules," even though the Board does not and legally cannot have such a rule). Soon thereafter, and still before any discussion of his rights, the welfare client learns that he is not to "try to fool the Welfare Board" or "to leave the state for a long time without a good reason." By this point many clients will regard this handbook as another piece of preaching propoganda from people who don't really know what it's like to live on welfare and are trying to run clients' lives.

The entire paragraph on "Follow the Welfare Board's Rules" should be deleted. Advice to keep dated copies is appropriate in discussing requests for special allowances (an important point omitted from the present draft) and requests for hearings, but only in such contexts and not as an opener. The receipt business simply should be dropped, except insofar as receipts are important in relation to particular special allowances. The remainder of the "Protect Your Rights" section could either go on the inside of the back cover or be integrated into the Hearings section.

Fraud belongs in the discussion of income and resources and/or the application section. Everyone knows the Welfare Board investigates and punishes fraud. The important point is that, in most instances, aid can't be cut off or reduced until after a conviction -- and in many cases not even then. Anyone accused of fraud should be advised to contact a free lawyer right away. Also, it is important to distinguish fraud from non-fraudulent overpayment resulting from a mistake by a client or the Board. No one can be prosecuted for a mistake. The Board can file suit to recover overpayment based on a client's error or fraud, but (according to Gail Lessek) not if the board erred. Also, the Board may not have the power to deduct overpayments from subsequent checks except insofar as the client retains the extra money and therefore needs less aid. Non-fraud overpayment cannot otherwise affect eligibility.

The materials on leaving the state really have to do with the eligibility requirement of actual residence in New Jersey. This material, together with a statement that a person becomes a resident by being in New Jersey with the intent to stay in New Jersey, should be included in the section on eligibility for county welfare. (I.e., the section now entitled "Reasons for Which You Can Get Welfare".)

The thrust of this section should also be changed. The point is that a person remains a resident even though he is temporarily absent from New Jersey, but that since there are some restrictions on this, a client should consult a lawyer before leaving for more than three months. (And also he should inform the Board if it will need to send his check to a different address.)

5. Introduce, re-organize, and summarize the materials dealing with need and money.

It may make sense to place medical benefits and special allowances before basic budget, since more people lose out on these. But these sections can be understood only after the reader has some general sense of the budgetting process, including distinctions between: (a) invoice and money payments; (b) recurring and non-recurring grants; and (c) mandatory and discretionary special allowances. The last two points are especially critical since the present draft does not make clear: (a) that a client has a legal right to most (probably all) of the itemized special allowances, whereas the Board has discretionary power to give a special allowance for anything else it chooses; and (b) that some of those special allowances are to be added to the client's regular check, whereas others come in a single lump sum.

A summary is essential to brigg all this material together. A blank budget chart which the client can fill in would also be very helpful.

6. Integrate "Rights that Fair Hearings Can Help Protect" into "Your Personal Rights".

A special section entitled "Rights that Fair Hearings Can Help Protect" (p.3) makes no sense since fair hearings can protect virtually all the rights stated throughout the book. One of the few rights which fair hearings probably cannot protect effectively is the right to a written notice explaining Welfare Board decisions; yet this is one of the three rights listed under that unfortunate heading. The best procedure, probably is to have one general section on Personal Rights (including action within 30 days, etc.), as distinguished from the Money Rights discussed in most of the rest of the Handbook.

7. The revised organization would look something like this:

A. Introduction

B. How to Enforce Your Rights (This may be better at the back.)

  1. See caseworker, supervisor, director.
  2. Get help from lawyer and/or clients group.
  3. Fair hearing.

C. Your Personal Rights

D. Money You Have a Right to Receive

  1. Introduction.
  2. Medical care.

3. Special allowances added to the regular check.
4. Special allowances available in lump sums.
5. Basic budget.
6. Income and resources.
7. Summary and blank chart.

E. Which Needy People Have A Right to County Welfare

F. How to Apply

G. Surplus Food

H. Index

I. Where to Get Help (back cover)

J. Protect Your Rights (inside back cover; optional)

SECTION-BY-SECTION COMMENTS

Terms you Should Know (pp. 1-2)

1. In the definition of budget, it is important to point out that a client does not need to spend his grant according to the budget. Monthly grants include recurring special allowances and deduction of non-exempt income, not merely a clients "main expenses."
2. People who fit the ADC definition given in the glossary will only sometimes be eligible for ADC since the definition makes no mention of deprivation of parental care or support.
3. The same applies to the definition of Disability Assistance -- since it makes no mention of the disability being "permanent and total," or at least "serious and long-term."
4. It is the "Categorical Assistance Budget Manual," not the "Categorical Circumstance Budget Manual."
5. Fair Hearing can be had on many important types of claims besides those mentioned in the definition.

Fair Hearings (pp. 2-3)

1. Incorporate here the material, now under "Protest Your Rights," advising the client to see his caseworker and supervisor. Suggest going to the Director also. Note that client groups and lawyers can help at this stage, and that the client has a right to their help in negotiations as well as in hearings.
2. It is important to stress when people have a right to a hearing. In addition to the grounds listed, note the right to a hearing

whenever the welfare department does not give a special allowance which a client requests, when an application is denied or not acted on within 30 days (60 in AD), when a check is held, when aid is suspended or terminated, and when a person is required to do or not do something in order to continue receiving aid. The long list of situations where the welfare department must give written notice explaining its decision (on page 3) is much less important than a detailed list of when a person has a right to a hearing.

3. It is very important that requesting a hearing frequently resolves an issue because the State Department enters the case and requires the Welfare Board to do what the client has sought.

4. It should at least be mentioned that a lawyer may be able to win back payments for aid wrongfully denied, and even continuance of aid (or emergency city aid) from the time the hearing is requested until the hearing decision is rendered and enforced.

5. The right to have the hearing scheduled within 30 days after it is requested is far more important than many of the rights now listed in the hearing section.

6. It might be good to mention the right to cross-examine, the right to see pertinent parts of the case record, and the right to a free, verbatim transcript of the hearing proceedings.

7. On line 16, "sur" should be "sure."

8. Somewhere in the handbook -- perhaps both here and in the section on categorical eligibility -- we need to mention terminations based on "non-cooperation" and advise clients cut off on this ground to check with a lawyer or a clients' organization right away.

Rights Hearings Can Protect & Your Personal Rights (pp. 3-4)

1. The manual does not require written notice in regard to requests, vouchers, or saying you have to do something or stop doing something. Lawyers may well win this, and they or client groups surely can help a client find out the Board's reasons, (if necessary by means of a hearing).

2. Welfare "Board" not "Bord" (third line under Rights Hearings Can Protect)

3. Re: right to decision within 30 or 60 days, note right to Emergency Aid from City Welfare and cross-refer to section on How to Apply.

4. Add something to the "Privacy In Your Home" section to inform people that a lawyer might be able to help stop caseworkers from searching closets and drawers or demanding entry at inconvenient times, especially at night or very early in the morning. At the least, indicate that a lawyer may be able to stop the Board from discontinuing or reducing aid merely because a person refuses to allow a caseworker to enter or to search.

5. The Board can give "confidential information" to private social agencies as well as other government agencies.

6. It is important to stress that confidentiality is for the client's benefit, not the Board's. A client can waive confidentiality to enable his lawyer or other representative to see his case record and other confidential materials.

7. In relation to the client's right to spend his check as he pleases, we should note his right to put his money in a checking or savings account.

Medical Care (pp. 4-5)

1. Note the existence of the Medical Assitance for the Aged program and point out that it is not discussed in this handbook.

2. Add nursing care and shots and vacinations to the list of "Medical Care Available." (Manual of Admin. §§2410.6 & 2410.10.)

3. Note that home visits, night visits and temporary emergency care away from home are available.

4. Note that a special allowance (as distinguished from payment by invoice) is available to a client who needs extra non-prescription medicine chest items.

5. Note that people receiving OAA and some other people are entitled to additional money to pay Blue Cross and Blue Shield premiums. (Budget Manual §310.10)

6. Doesn't the section on "Special Diets" belong under "Special Allowances" rather than medical, especially since the money is added to the grant rather than being paid by invoice?

Other Special Allowances (pp. 5-6)

1. Before listing these -- probably even before the medical section -- give a general explanation of the budgetting process and distinguish recurring from non-recurring grants.

2. Stress that special allowances must be requested. Advise clients to request the allowances they need by a dated letter, to keep a copy, and to call a lawyer or a clients' group if they don't get what they request within two or three weeks (a shorter period if their need is urgent.)

3. All special allowances are rights under law, except possibly storage (307.2), debts (308.2) and car expenses (313.2). The Board must give special allowances to people eligible for them. The Board can give any additional special allowances which are "essential to the health and welfare" of the client. Only the latter types of allowances are discretionary. (See Budget Manual §§301-305).

4. Separate the Housing section from the other special allowances.

5. Stress that the allowances for furniture, appliances, etc. cover repair as well as replacement.

6. Add to the clothing section a special allowance for clothing which is immediately needed by a person who has not been on welfare long enough to have saved enough money to buy the clothing he needs.

7. Add a section on extra allowances for restaurant meals. (§311). People are entitled to substantial increases if they need to eat in a restaurant either becuase of their physical or mental condition or their living arrangements (including when utilities are shut off). We could either include the table of additional money or suggest that people who need to eat in a restaurant contact one of the groups listed on the back of the handbook to make sure enough is being added to their recurring grant.

8. Also add a section indicating that a special allowance is available to pay life insurance premiums on policies of a face value of $500 or less for each family member age 18 or over. (§309.2) Cross refer to section on limits on face value of life insurance.

9. The car expense allowance also includes special repairs. Budget

Manual requires payment of the actual cost of purchase and operation, not a flat rate of 10 cents a mile. A special allowance for operating a car is available not only when the car is needed to go to and from work, but also when a car is needed to secure employment, or when public transportation is not available or can't be used because of illness or disability, or when a car is for some other reason "an essential incentive to self help."

10. Probably more important than the allowance for a car is the allowance for other transportation, which is not mentioned in the draft. Extra money in the regular check or a special check is available for "minimum essential transportation" to (§313):

a. School or a training program;

b. Church;

c. Shopping;

d. Visits to a family member who is in a hospital or institution;

e. Clinics, hospital or doctor;

f. Trips to a recreation center, day care center, youth club or group for the aged.

Note that a lawyer may be able to win special allowances for transportation to and from the welfare department and even to and from meetings of welfare clients' organizations.

11. In addition to utility deposits, note that debts on utilities will be met if a client has received a final notice of a cut-off. Also note that a lawyer may be able to win extra money in the regular check for a client whose utility bills exceed the standard allowances.

12. On about line 25 of page 6 delete the extra "or your" and change "family" to "family's."

13. The Budget Manual does not require a doctor's note for a special allowance to pay for a telephone.

14. Child care (as well as transportation to and from work) is not the basis of a special allowance. Rather, it is deducted from employment earnings before those earnings are subtracted from the department's estimate of the client's needs. (§503.1)

15. The section now entitled "Special Services" should be entitled "Homemaker and Other Services." No one will know what "special services" means.

16. The burial rules are too complicated to set out in detail, but the Handbook should at least indicate that there are complicated rules and that a lawyer should be seen in case of refusal to pay or underpayment. Note that the Board also reimburses the expenses of burying a recipient's spouse, even if the spouse wasn't on welfare.

Your Budget (pp. 6-8)

1. Rather than simply stating the question "How many people do you want on your welfare checks?", the book should discuss this very important issue. Several points need to be made:

a) Non-relatives, relatives, and even immediate family members can live in the client's home without receiving welfare. Their income is not counted in determining the client's check. Instead, the Board assumes that such people are paying their share of rent and utilities and that per-person food expenses will be reduced somewhat, so that such families use different budget charts not included in the

Handbook but available from client groups.

b) This rule includes a man living with an ADC mother but not married to her or the father of her children.

c) If the non-welfare people living in the home are roomers and/or boarders, rather than members of the household, a different rule applies. Extra expenses are added to the client's needs and estimated room and board income is deducted. Client groups and lawyers will have the proper tables.

d) If there is a person in the home who is a legally responsible relative for some but not all the family members (e.g. father of some of the children, minor child since he's not responsible for his siblings), and that person refuses to allow his income to be used to support the people for whom he's not legally responsible, he should be allowed to withdraw from the budget unit altogether and be treated like any other legally responsible relative. This right is not clearly specified in the manuals. Clients who think they might benefit from such a rule should contact a lawyer.

2. Label all the charts.

3. In the "personal needs" chart, family of two, child 0-5 should be $82.40. Add child 13-21 at $110.00. Family size 4 child 13-21 should be $183.90. The figure of $76.10 just above the section entitled "utilities" should be $77.10.

4. The utility allowance for each extra person is $4.30, not $2.90. Therefore, the family of 9 would get $38.60, not $35.80.

5. What is the basis for adding $1.50 for each extra person in a family whose rent covers heat and hot water?

6. As with the special allowances, we should say not that the welfare department "will give you all your rent" but that it must or is legally required to.

7. Instead of the lengthy repetition of information given in ~~[illegible]~~ the Housing portion of the Special Allowances section, simply state something like "~~[illegible]~~ for moving costs, rental deposits, and back rent, see page _____".

8. In computing "Total Need" include all recurring special allowances for which the client is eligible.

9. Add "room and board or other sources" to the list of income which is counted.

Income (pp. 8-10)

1. The "multiply by 4 1/3" business should go at the start or at the end. It applies to support orders, room and board, etc., as well as to wages.

2. The arithmetic lesson is useless. If the client can't handle the computation, the example won't help unless his average pay is $60. If he can handle it, the lesson is insulting.

3. Add tools and special clothing to the items deducted from the take home pay.

4. Break up in some way the exemptions listed under the heading "important." Add to the Poverty program exemption, exemption of a portion of the allowance paid in MDTA programs and programs sponsored under the recent federal Elementary and Secondary Educational Act. Maybe head this section: "Income Which Must Not be Counted." Move "man-in-the-house" to sections on budget unit and/or legally

responsible relatives.

5. Note that the casual earnings of a child under 14 are not to be counted.

6. Note someplace that occasional gifts of nominal value, such as birthday and holiday gifts, must not be counted. Also, a lawyer probably can win a client a right to have other gifts not counted if those gifts were received to pay for expenses not included in the welfare budget.

7. Make "Other Resources" a main heading. Use something like "Property and Insurance."

9. A person can keep a car which he doesn't need for work or some other important purpose, provided the market value of the car is $300 or less.

10. Note that a person can keep an insurance policy of any face value if the policy is paid for and controlled by someone else.

11. The rule on disposing of assets does not apply to ADC clients. I wonder if it is worth including at all.

12. The rule regarding repayment of claims applies to recipients as well as applicants.

Legally Responsible Relatives (p. 10)

1. I think the man-in-the-house and step-father rule should be mentioned here as well as under income or budget unit.

2. It is important to get across the concept that the Board can ask a court to order a relative to make support payments (or require a client

to file a complaint for non-support) only if the relative has income in excess of amounts specified in the law. A relative who thinks he is having to pay too much should see a lawyer. Maybe give 3-4 examples to show how high the levels are, especially for relatives not living with the client. (At least note that they are much higher than public assistance budgets.)

3. Including a blank budget chart after this section would provide an excellent summary and an opportunity for the client to review the budget rules and apply them to his situation.

Reasons For Which You Can Get Welfare (pp. 10-11)

1. Re-title this something like "Which Needy Persons Have a Right to County Welfare." The key concept is eligibility.

2. Mention City Welfare here as well as in the introduction. Note where to apply and that almost every needy person has a right to city aid if he's not eligible for county welfare. Advise contacting a lawyer or client group if denied city aid.

3. As I indicated in my general comments, residence and temporary absence should be dealt with here, either prior to the specific categories or under ADC (with a note that in ADC there is no one-year residence requirement).

4. People who are needy and fit these categories have a right to welfare. It is not just that they "may be able to get ADC" or some other form of welfare.

5. A family is eligible for ADC if one parent can't keep house and care for the children, as well as if one parent can't work.

6. The 60-day rule applies only to initial eligibility. Once a family is accepted for ADC on this basis, it has a right to continue to receive aid even after the incapacitated parent is working again and until that parent is working full-time at his old job or a similar job.

7. Note that a family can continue to receive ADC for a child who is temporarily out of the home or when the child's parents are temporarily out of the home.

8. A family can receive welfare even though the absent parent supports his children, provided they need supplementary assistance and the parent's absence is "continued".

9. The long paragraph on continued absence is very confusing. The lengthy discussion of examples which follows is unnecessary.

Separate out the following:

a) the mother may live with another man or even re-marry, but this does not affect eligibility except under the circumstances mentioned.

b) the real or legal father's absence must be "continued," but frequent visits are allowed.

c) the recognized types of absence are: divorce, legal separation, desertion, jail for 60 or more days, and informal separation. Other continued absences count too, except those for work or armed service.

10. Stress that a client's having a child by the father of her other children or by any other man does not affect her eligibility. If she reports that she is pregnant, she gets special allowances for maternity

expenses. (Cross-refer.) When the child is born he is added to the budget. The only requirement is that if the mother knows who and where the father is and he has sufficient income to support the child, she will have to sign a complaint against him for non-support, in order to receive aid for his child.

11. Generally recommend seeing a lawyer when eligibility for county welfare is questioned.

12. I'm fairly certain the rule cited at the bottom of page ten does not exist.

13. In Disability Assistance the condition does not have to last at least six months. It is only necessary that it be expected to last that long.

14. A person is not eligible for DA merely because he can't work at a job that pays as much as his old job. He is ineligible if he can work at an available job near him, provided that job is "substantially gainful" -- that is, that the job pays wages equal to those which other people get for similar work and the job is full-time.

Surplus Food (p.12)

Advise seeing a client's group or a lawyer if refused such food.

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May 15, 1967

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Thank you very much for your very informative letter of April 11. If your manual is now available, I would very much appreciate receiving a copy of it.

Permit me to commend to your attention the enclosed legislation introduced by Senator Percy and others to help make home ownership available for lower income families. I would be very interested in your observations, as to the desire among welfare recipients to become home owners. While it is recognized that home ownership requires some minimum income level, even when subsidized, we feel that there are at least some present welfare families who would be able to qualify.

One project we are very much interested in, which is being undertaken by a group of young lawyers and others in Chicago, is the technique for converting an existing public housing building into a tenant cooperative or condominium. If you know of any place where that has been done, I would like to have some details.

Sincerely,

John McClaughry

John McClaughry
Special Assistant
to Senator Charles H. Percy

9/28/67. Manual sent out. Marvin says Shirley has answered questions asked in letter.

United States of America

Congressional Record

PROCEEDINGS AND DEBATES OF THE 90th CONGRESS, FIRST SESSION

Vol. 113 WASHINGTON, THURSDAY, APRIL 20, 1967 No. 60

THE NATIONAL HOME OWNERSHIP FOUNDATION ACT

Mr. PERCY.

Mr. President, on behalf of myself and Mr. AIKEN, Mr. ALLOTT, Mr. BAKER, Mr. BENNETT, Mr. BOGGS, Mr. BROOKE, Mr. CARLSON, Mr. CASE, Mr. COOPER, Mr. COTTON, Mr. CURTIS, Mr. DIRKSEN, Mr. DOMINICK, Mr. FANNIN, Mr. FONG, Mr. GRIFFIN, Mr. HANSEN, Mr. HATFIELD, Mr. HICKENLOOPER, Mr. HRUSKA, Mr. JAVITS, Mr. JORDAN of Idaho, Mr. KUCHEL, Mr. MAGNUSON, Mr. MILLER, Mr. MORTON, Mr. MUNDT, Mr. MURPHY, Mr. PEARSON, Mr. PROUTY, Mr. SCOTT, Mrs. SMITH, Mr. THURMOND, Mr. TOWER, Mr. WILLIAMS of Delaware, and Mr. YOUNG of North Dakota, I introduce, for appropriate reference, a bill to charter a National Home Ownership Foundation.

Mr. PERCY. Mr. President, the purposes of this bill are essentially seven:

First, to promote the improvement of the declining urban and rural areas of the Nation;

Second, to encourage the provision of decent housing for inhabitants of those areas;

Third, to advance the opportunities for and enjoyment of equity ownership in housing by the inhabitants of those areas;

Fourth, to inspire new self-help efforts by individuals and meaningful involvement by local neighborhood associations in improving their conditions and environments;

Fifth, to bring together into one coordinated effort local housing, education, training, employment, and related supporting programs;

Sixth, to encourage a new spirit of community at the neighborhood level; and

Seventh, to mobilize America's private enterprise system and its religious organizations, educational institutions, labor unions, foundations and professional, civic, and rural organizations and associations in employing their strengths and resources toward the achievement of these ends.

I do not intend to speak at length on this subject at this time, Mr. President, although I do expect to do so in the future.

At this time I would like to say primarily how very grateful I am to the hundreds of people from all walks of life who have given me the benefit of their thinking on this complex yet vitally important subject over the past 10 months.

Most important are my fellow Senators who have joined me in sponsoring this bill. No one could be more grateful than this junior Senator for the invaluable wisdom and counsel they have afforded me as draft after draft of this legislation has been written, examined, criticized, and rewritten. While I must bear responsibility for any shortcomings of the bill as introduced today, Mr. President, I must share the greater part of the credit for its merits with them, and with the many people from slum dweller to corporation president to union leader to housing expert who have contributed directly or indirectly to the bill before us.

Mr. President, I am gratified to be able to announce that simultaneously today, Representative WILLIAM B. WIDNALL, of New Jersey, will introduce a companion bill in the House of Representatives, with the sponsorship of more than 100 Representatives. Congressman WIDNALL has worked in the field of housing for more than 20 years and is a known expert in this field. He is the ranking minority member of the Banking and Currency Committee and of the Housing Subcommittee. He and his staff have given careful thought to the bill, and have contributed the valuable benefit of the expertise they have in this field. I am extremely proud to have him as a cosponsor.

I make no pretense at having found the philosophers' stone, Mr. President. I do nct dare to pretend that this bill, if enacted, would solve all the problems at which it is directed. I do not pretend that its language is beyond criticism. But I do believe, after these arduous months of work, that this is basically a good bill and an important bill. And I am certain that through the deliberate process of the Congress, it can be refined into legislation worthy of broad support. In the months ahead I intend to work as best I can with Senators of both parties, with the executive branch of the Government, and with the many organizations and interested persons outside of Congress to achieve that goal.

THE NATIONAL HOME OWNERSHIP FOUNDATION ACT (S. 1592)—DESCRIPTION

Goals:

New private sector initiative in meeting the Nation's urban and rural housing needs

Home ownership opportunity for aspiring lower income families

Self-help, initiative, and decision-making at the community level

Implementation:

Creates a private, nonprofit National Home Ownership Foundation, including

A Technical Assistance Service, to help local community organizations . . . make plans for developing decent low cost housing for sale to community residents . . . obtain financing for supporting programs to prepare families for home ownership

A home Ownership Loan Fund, to make mortgage loans to community organizations

The community organization:

May be a nonprofit association, a cooperative, or a limited dividend corporation

Is an autonomous local group composed of community residents together with businessmen, labor leaders, clergymen, educators and others

Develops its home ownership program with help from the Technical Assistance Service

Obtains financing from the Home Ownership Loan Fund

Returns mortgages on homes and units to repay the loan

The homebuyer:

Takes part in the community organization's program to prepare himself and his family for home ownership

Buys his home, apartment, or cooperative unit from the community organization

Is helped by the Federal government in paying the interest costs of his mortgage

Repays his government aid later on if his income rises sufficiently

May contribute his labor as equity in his home

Can be insured against foreclosure if his income should be interupted for reasons beyond his control

Financing:

For the Home Ownership Loan Fund, through the sale of Federally guaranteed debentures bearing market interest

For the Technical Assistance Service, an initial Federal grant of $3 million; then private donations

For interest assistance payments to home buyers, up to $10 million from the Federal Government the first year; $20 million more the second year; $30 million more the third

Total first year cost to the Government: $13,000,000

Leverage effect: with 3% interest assistance, $10 million Federal dollars can generate $333 million in housing

This new plan:

Holds great promise for rebuilding declining urban and rural areas and providing decent housing for their people

Advances home ownership, and enhances dignity and self-esteem

Provides a workable mechanism for bringing private sector resources to bear on these important national problems

Creates a new public-private partnership, with Government providing reinforcement and guarantee, not execution and control

The National Home Ownership Foundation Act (S. 1592)—Section-by-Section Analysis

Section 1. Short title: "National Home Ownership Foundation Act."

Findings and purpose

Section 2(a). The Congress hereby finds a continuing need for decent housing; that the opportunities for home ownership should be expanded; that the private sector should take the responsibility and initiative; that self-help and involvement of lower income families is an essential element; that a credit gap exists in declining areas; and that interrelated slum problems must be dealt with by comprehensive, and not piecemeal, efforts.

Section 2(b). States the purposes of the Act: to promote the improvement of declining urban and rural areas; to advance home ownership; to inspire self-help, personal involvement and a new spirit of community; to mobilize the non-governmental sector in achieving these objectives.

Definitions

Section 3. Defines terms used in the Act; "eligible borrower" is defined to mean a local non-profit housing association, cooperative, or limited dividend corporation.

TITLE I. NATIONAL HOME OWNERSHIP FOUNDATION

Creation and powers

Section 101(a). Incorporates a private Foundation with general corporate powers. Congress reserves the exclusive right to alter or dissolve the Foundation.

Section 101(b). Provides that the Foundation shall be a nonprofit charitable and educational foundation, contributions to which are tax-deductible under section 170 of the Revenue Code.

Section 101(c). Provides that no officer of the Foundation shall receive compensation in excess of that received by the Secretary of HUD.

Section 101(d). Provides that the Foundation shall make maximum use of existing public and private agencies, institutions, firms, consultants, and programs in furthering the purposes of the Act.

Board of directors

Section 102(a). Establishes a Board of 18 members.

Section 102(b). Establishes a Congressional Ad Hoc Commission to appoint 12 initial Board members.

Section 102(c). Authorizes the President to appoint the remaining six initial members of the Board, with the advice and consent of the Senate.

Section 102(d). Specifies three year terms, except that the initial members shall have three, four, and five year staggered terms. Persons appointed to fill vacancies shall serve only for the unexpired terms.

Section 102(e). Prescribes subsequent appointments to the Board. The President continues to appoint six directors. When the term of one of the remaining twelve directors expires, the Board nominates a successor, whose appointment may be prevented by a qualified vote of those organizations which have been financed by the Foundation.

Section 102(f). Provides that no more than two members of the Board can be full time employees of the Executive Branch of the Federal Government.

Officers and advisory committees

Section 103(a). Provides for the President and other officers of the Foundation.

Section 103(b). Provides for the establishment of advisory committees.

Liability for taxes

Section 104. Makes the Foundation's property subject to State and local taxation and assessments.

Penalties

Section 105. Makes it a misdemeanor for any person to misuse the name of the Foundation.

General Accounting Office audit and report

Section 106. Subjects the financial transactions of the Foundation to GAO audit and report requirements, as if it were a mixed ownership government corporation under 31 USC 857–8.

Annual report

Section 107. Requires the Foundation to make an annual report to the President and Congress.

Technical assistance service

Section 108(a). Authorizes the Foundation to establish a Technical Assistance Service to help local organizations conduct home ownership programs. The Service is authorized to

Help get local organizations started;

Help them obtain qualified administrative personnel;

Help them involve a broad range of local people, companies, and organizations in their programs;

Assist them in obtaining financing and insurance;

Arrange or make interim planning loans;

Help local organizations gain access to existing public and private supporting programs in training, counseling, etc., or to start their own program if necessary;

Arrange for or provide training for program administrators;

Encourage research and innovation and publicize the findings;

Perform other similar services.

Section 108(b). Prevents the use of the Foundation's loan money for financing technical assistance services, but authorizes the inclusion of the value of appropriate services in the eventual mortgage loan.

Home ownership loan fund

Section 109(a). Authorizes the Foundation to establish a Home Ownership Loan Fund.

Section 109(b). Authorizes the Foundation to issue up to $2 billion in debentures to capitalize the Loan Fund.

Section 109(c). Requires the Foundation to consult with the Treasury prior to offering debentures for sale.

Section 109(d). Provides for a Federal guarantee of the Foundation's debentures. In case of default, the procedure is adapted from statutory Federal Housing Administration procedures for redeeming insured mortgages which are in default.

Section 109(e). Authorizes the Secretary of the Treasury to require a fee for the Federal guaranty of the Foundation's obligations.

Section 109(f). Requires the Foundation to maintain a reserve account equal to three percent of its outstanding loans.

Section 109(g). Makes obligations of the Foundation lawful investments for Federally-controlled trust funds.

Loan policy and criteria

Section 110(a). Sets forth the criteria that must be met before the Foundation may make a loan. Involvement of community organizations and project area residents, and maximum impact of the project on the community are stressed in the loan criteria. Additionally, a Foundation loan should be issued only if other financial institutions are unable to make the project loan. (Criteria are set forth in Section 110(A)(1) to 110(A)(17).

Section 110(b). Provides that the interest rate at which loans shall be made to eligible borrowers and the portion of the interest payable by the Treasury on loans to individual home buyers shall be determined by the Board.

Section 110(c). Authorizes the Board to establish down payment standards.

Section 110(d). Limits loans in any one State to 12½% of the Foundation's total debenture authorization.

Coinsurance

Section 111. Authorizes the Board to require an eligible borrower to purchase Foundation bonds, to be held in escrow by the Foundation as a reserve against foreclosures in the borrower's project.

Coadjuvant agreements

Section 112. Authorizes the Foundation to enter into agreements with local lending institutions, investors or public agencies, whereby it may accept up to ten-elevenths (90.9%) of the risk on a local project specified by the local institution, investor, or public agency.

Mortgage coupon redemption authority

Section 113(a). Authorizes the Secretary of the Treasury to contract to make payments to mortgagees for the redemption of interest coupons accompanying mortgages executed as a result of a Foundation loan. The value of the coupon would reflect the difference between the market rate and the lower rate to be paid by the mortgagor. The rate the Secretary could pay would be limited by the average market yield to maturity on all outstanding marketable obligations of the United States. There would be a thirty year limit on coupon payments.

Section 113(b). Directs the Secretary of the Treasury to post all amounts thus paid on behalf of mortgagors to an account in each mortgagor's name, and to report to the Foundation the aggregate amounts posted each month.

Section 113(c). Authorizes appropriations to the Treasury for making coupon payments. The aggregate amounts of contracts to make redemption payments shall not exceed amounts approved in appropriations Acts, and payments pursuant to such contracts shall not exceed $10 million in Fiscal Year 1968, increased by $20 million in Fiscal Year 1969, and increased further by $30 million in Fiscal Year 1970.

Repayment of investment

Section 114(a). Authorizes the Secretary of the Treasury to assess persons whose incomes have risen substantially for the purpose of reducing the balance in their account as established by section 113. The amount of the assessment is determined by a formula set forth in Section 114(a)(1) to 114(a)(3).

Section 114(b). Permits the amounts thus collected to be expended on a revolving fund basis to assist additional mortgagors.

Section 114(c). Gives mortgagors the right to extinguish their accounts at any time.

Section 114(d). Provides for information for making determinations required by this section.

Section 114(e). Authorizes regulations for applying this section to participants in cooperative housing programs.

Section 114(f). Defines adjusted gross income for purposes of the section.

Recovery in case of sales

Section 115. Provides for the recovery by the Treasury, out of the proceeds from the subsequent resale of a housing unit whose purchase was aided by the interest coupon payments, of the balance in the account of the home buyer as established by section 113(b), or of the amount of the taxable long term capital gain, whichever is the lesser.

Homeownership Insurance protection

Section 116(a). Directs the Foundation in cooperation with the private insurance industry to seek to arrange a program for insuring the monthly payments of participating home buyers against curtailment of income due to factors beyond his control, such as death, disability, or recession layoff.

Section 116(b). Exempts cooperative efforts by insurance companies to establish such a program from the provisions of the Sherman and Clayton Acts.

Section 116(c). Directs the Foundation to report to Congress on its success in establishing this program on a private basis, with such recommendations as it may deem desirable.

Equal opportunity

Section 117. Prohibits discrimination on account of race, color, religion or national origin in any program or activity financed by the Foundation.

Initial grant assistance

Section 118. Authorizes the appropriation of not to exceed $3 million for the purpose of meeting initial organizing and operating expenses, and of providing initial funding for the Technical Assistance Service.

TITLE II. AMENDMENTS TO OTHER ACTS

Amendments relating to financial institutions

Section 201(a). Amends the National Banking Act (12 USC 24) by authorizing national banks to deal in the obligations of the Foundation.

Section 201(b). Amends the National Banking Act (12 USC 84) by authorizing national banks to purchase obligations of the Foundation in excess of 10% of their unimpaired capital stock and 10% of their unimpaired surplus.

Section 201(c). Amends the Home Owners Loan Act by authorizing federal savings and loan associations to buy and sell the debentures or other obligations of the Foundation.

Urban renewal—Local determination

Section 202. Permits an urban renewal plan, in order to meet the requirements of section 105(a) of the Housing Act of 1949, to provide for the rehabilitation or redevelopment of the urban renewal area by nonprofit organizations, including eligible borrowers as defined in this Act, as well as by private enterprise.

Availability of urban renewal property

Section 203. Amends section 107 of the Housing Act of 1949 to permit the sale of any real property held as part of an urban renewal project to an eligible borrower as defined in this Act at fair value for use in the provision of new or rehabilitated housing.

Rehabilitation loans

Section 204. Amends section 312 of the Housing Act of 1964 to authorize rehabilitation loan assistance in the project areas of eligible borrowers conducting home ownership programs under the Act.

THE HOME OWNERSHIP PLAN

(This preliminary memorandum has been prepared by Senator Charles H. Percy (R.-Ill.) to describe the Republican Home Ownership Plan. Other Members of Congress sponsoring the National Home Ownership Foundation Act are not necessarily committed to the support of every proposition contained herein.)

PURPOSES OF THE PLAN

Basically the plan has seven purposes:

1. To promote the improvement of the declining urban and rural areas of the Nation;

2. To encourage the provision of decent housing for the inhabitants of those areas;

3. To advance the opportunity for and enjoyment of equity ownership in housing by the inhabitants of those areas;

4. To inspire new self help efforts by individuals and meaningful decision making by local neighborhood organizations;

5. To bring together into one coordinated effort local housing, education, training, employment and related supporting programs;

6. To encourage a new spirit of community at the neighborhood level;

7. To mobilize America's private enterprise system and its religious organizations, educational institutions, labor unions, foundations and professional, civic and rural organizations and associations in employing their strengths and resources toward the achievement of these ends.

HOMEOWNERSHIP

Home ownership is both a product of and an important means of encouraging certain values among which are:

1. Human dignity and self-esteem

2. The motivations to achieve

3. A feeling of security and "roots"

4. Individual and community responsibility and stability

5. The physical preservations, improvement, and maintenance of residential neighborhoods

6. The encouragement of participation and leadership in community activities

One premise of the act is therefore that the opportunity for home ownership should be made available to families whose present incomes and circumstances do not permit them to become home owners.

COMPREHENSIVE PROGRAM

The mere signing of papers does not transform a slum tenant into a home owner, except in the legal sense. Becoming a home owner begins with the fundamental steps toward achieving earning power sufficient to carry a mortgage, and includes specific preparation for meeting the responsibilities associated with home ownership. A sound home ownership program should therefore include access to, or provide directly, such components as:

1. Adult basic education, including counseling in practical subjects like job interview techniques and application completion.

2. Training in job skills for which there is an identifiable local need.

3. Assistance in obtaining suitable and productive employment.

4. Continuous counseling with employee and employer to ensure advancement in skills, income, and opportunities on the job.

5. Counseling of the entire family in the responsibilities of home ownership, including financial obligations, maintenance, insurance, taxes, home economics and credit buying.

6. Encouraging the families to take part in worthwhile community activities and to help others achieve their full potential.

PRIVATE SECTOR INITIATIVE

The responsibility for a national program to help presently lower-income families to become home owners properly lies with the private sector, including both the private enterprise system and the so-called "Independent Sector"—churches, unions, foundations and nonprofit associations. Government has a role to play; but it should be one primarily of stimulus, insurance, guarantee, and reinforcement, rather than direct execution and control.

SELF-HELP AND LOCAL INITIATIVE

Any program created to help lower income families achieve increased economic security, dignity, and self-esteem should recognize the essential principle of self-help, through which every person can best develop to the fullest his inherent potential as a human being. Having earned something for oneself has a far more important and salutary effect on the individual than having been given something. Similarly, any effort to improve a declining neighborhood or rural area should be based on a meaningful involvement and decision making by the residents themselves, working together with others seeking the same goal. Plans imposed from above, however well-intentioned, can never substitute for a plan developed in a neighborhood by the people who live there.

THE CREDIT GAP

Although hard data are difficult to obtain, it is generally agreed that there exists today a comparative unavailability of credit on reasonable terms in declining urban and rural areas. When credit is tight, such areas are inevitably the first to suffer. The result of this credit gap is that property owners have little real opportunity to obtain funds for improving their property. This, of course, makes it increasingly difficult to arrest the further decline of the area.

THE NATIONAL HOMEOWNERSHIP FOUNDATION

To bridge this credit gap and to achieve the other purposes of the plan, a private, nonprofit National Home Ownership Foundation is chartered by Congress. The Foundation would in many ways seek to do for the inhabitants of slums and declining urban and rural areas what the establishment in 1916 of the Federal Land Bank did for farmers: provide a specialized lending institution to bridge a credit gap in a manner tailored to the needs of its clients. Governmental encouragement for the creation of such a private financial institution is in accord with the recommendations of the President's Committee on Federal Credit Programs, which in 1962 reaffirmed the desirability of thus avoiding the substitution of public for private credit.

THE FUNCTIONS OF NHOF

The functions of NHOF are essentially two: to arrange for or provide credit for home ownership programs where it cannot now be obtained on reasonable terms, through a Home Ownership Loan Fund; and to arrange for or provide the technical assistance needed by local sponsoring organizations ("eligible borrowers") for conducting such programs successfully, through a Technical Assistance Service.

THE POWERS OF NHOF

The NHOF is deemed to be a corporation organized under the provisions of the District of Columbia Nonprofit Corporations Act. Thus while NHOF would actually be created by Act of Congress, it would be vested with corporate powers as if it were a D.C. Nonprofit Corporation. In addition, it would have the specific powers conferred upon it in the charter.

TAX STATUS OF THE NHOF

Contributions to the NHOF would be deductible for income tax purposes. The NHOF would, however, be subject to normal State and local property taxes and assessments, and the interest on its obligations would be taxable income to the recipient.

COOPERATION WITH EXISTING INSTITUTIONS

The policy of the NHOF would be to make maximum use of existing public and private agencies, institutions, firms, consultants and programs. The NHOF would exist not to duplicate or compete with comparable sources of credit or assistance, but to help clients make the best use of them. Where existing institutions and programs are inadequate to meet specific needs, the NHOF could, however, act on its own to meet those needs.

THE BOARD OF DIRECTORS

The Board of Directors would consist of 18 persons serving, in general, for three years terms. Six of the 18 would be appointed by the President of the United States, with the advice and consent of the Senate. Initially, the remaining twelve would be appointed by a special Ad Hoc Commission of Congress. Subsequently, however, the clients of the Foundation—the "eligible borrowers"—would have a voice in the selection process, to ensure that the Board remained responsive to their needs. Of the twelve non-presidential appointees, two each would be chosen from the fields of finance, business generally, labor, State and local public agencies, and housing and community development, and two from the public at large. At no time could more than two members of the Board be regular employees of the Executive Branch of the Federal government.

ELIGIBLE BORROWERS

The foundation's clients are termed "eligible borrowers". They are autonomous local groups of three types:

1. Local nonprofit housing associations or corporations

2. Housing cooperatives

3. Limited dividend corporations formed to provide housing.

A public corporation designed to provide housing could presumably qualify as a local nonprofit housing association.

HOME OWNERSHIP PROGRAM

The term "home ownership program" is defined in the act to mean a program conducted by an eligible borrower concurrently to:

1. Make available low cost housing for sale to individual buyers or cooperators

2. Assist the prospective buyers to achieve economic security and to accept the privileges and responsibilities arising from equity ownership in housing; and

3. Conduct or arrange for such related activities as may be necessary to promote community participation and development in the neighborhoods or areas affected.

THE TECHNICAL ASSISTANCE SERVICE (TAS)

The TAS would be the component of the Foundation engaged in helping eligible borrowers initiate, develop and conduct home ownership programs. Its functions would be:

1. To assist in the formation of local nonprofit housing associations or cooperatives;
2. To locate, arrange for, or provide to eligible borrowers the technical and managerial assistance and personnel necessary to the development of local home ownership programs;
3. To assist eligible borrowers in securing the participation of local business firms, financial institutions, religious organizations, educational institutions, labor unions, foundations and professional and civic organizations and associations, local public agencies, and all other such groups in home ownership programs;
4. To assist eligible borrowers in obtaining the mortgage financing, insurance, and other elements needed for conducting programs of housing construction, rehabilitation, or improvement;
5. To arrange or make interim planning loans to eligible borrowers;
6. To assist eligible borrowers to obtain, through both public and private channels, the access to supporting programs in the fields of training, employment and counseling, and other related programs necessary to the success of a home ownership program sponsored by an eligible borrower, and to assist such borrowers in establishing such supporting programs when feasible and necessary;
7. To arrange for or provide training for persons in the skills needed in administering local home ownership programs;
8. To encourage research and innovation and collect and make available such information as may be desirable to further the purposes of this Act; and
9. To perform other services of similar nature in order to further the purposes of this Act.

The Technical Assistance Service would be financed initially by a $3 million Federal seed money grant (part of which would be used for the general organization expenses of the Foundation). Subsequently TAS would be financed through contributions from private and public sources. A further Federal grant would require a new Congressional authorization.

Although no part of the funds raised by the Foundation through the sale of its bonds could be put at the disposal of the TAS, provision is made, where appropriate, for charging for the technical assistance expenses provided to the eligible borrower, which expenses would be a direct cost of providing housing and thus eligible for amortization.

THE HOMEOWNERSHIP LOAN FUND (HOLF)

The HOLF would be the component of the Foundation engaged in making loans to eligible borrowers to finance their home ownership programs—in essence, a bank. HOLF would be financed by the sale of up to $2 billion in debentures, bearing yields competitive with other bonds of similar terms and security. The bonds would not be tax exempt, but would carry a Federal government guarantee against default. For this privilege the Foundation would pay a guaranty fee of up to ¼ of one percent. A similar guarantee of private investment is presently in effect in the Latin American low income housing program administered by the Agency for International Development.

HOLF would be required to carry its own reserve against losses, equal to at least three percent of its outstanding loans. This reserve ratio is somewhat more conservative than that of the Federal Housing Administration.

In case HOLF defaulted on payment of interest or principal on a debenture, the bondholder would receive a special exchange debenture, which would be fully guaranteed as to principal and interest by the United States. If HOLF defaulted on the exchange debenture, the holder would present it to the Treasury for payment, and the Treasury would succeed to the bondholder's rights.

LOAN POLICY AND CRITERIA

Before making a loan, HOLF would have to be satisfied that the program to be funded, in addition to being economically sound, complied with a number of criteria.

1. The proposed home ownership program must be initiated and actively supported within the affected neighborhood or area.
2. The eligible borrower must be conducting, or otherwise arranging for, supporting programs in such fields as training, employment, credit counseling and budget management as needed to enable lower-income families to assume the privileges and responsibilities of home ownership.
3. Residents of the neighborhood or area involved must to the maximum extent feasible be given first preference in buying or acquiring equity in the dwelling units to be made available as a result of the loan.
4. Families residing in the neighborhood or area and participating in the home ownership program shall to the maximum extent feasible have primary responsibility for recommending families for participation in such program.
5. Residents of the neighborhood or area involved must to the maximum extent feasible be given first preference for taking advantage of job training and employment opportunities to be created as a result of the loan.
6. Prospective home owners shall to the extent feasible be given the opportunity to contribute the value of their labor as equity in their dwellings.
7. The home ownership program shall be of a scope and magnitude large enough to to achieve:

   a. A substantial, positive and visible impact on the physical, economic and social conditions in the neighborhood or area; and

   b. Reasonable overhead costs per dwelling unit produced.

8. The eligible borrower must demonstrate that it has involved in the home ownership program persons and associations from business, finance, labor, education, the professions, and from other appropriate associations, organizations, and institutions, in addition to people from the neighborhoods or areas most directly affected.
9. Wherever a program includes demolition or extensive rehabilitation of inhabited dwellings, the eligible borrower must make arrangements for the relocation of the inhabitants, either on a permanent basis, or temporarily until such time as the improved housing can be made available to them.
10. The eligible borrower shall make every reasonable effort to obtain local financial support and coinsurance for its home ownership program; shall assist each prospective home buyer to obtain mortgage financing through existing local lending institutions; and shall provide direct mortgage assistance only to those prospective home buyers who are unable to obtain and afford mortgage financing from such existing local lending institutions.
11. The eligible borrower must demonstrate that sufficient professional counsel and administrative and managerial skill are available to assure that the program will be capably and prudently conducted and will further the purposes of this Act.
12. In the case of a participating home buyer subsequently wishing to sell his housing unit, the eligible borrower shall have a first purchase option at fair market value, to be exercised or assigned to further the purposes of this Act.
13. In the course of planning and developing its program, the eligible borrowers shall have consulted with the appropriate Federal, State and local public agencies.
14. The principal obligation of the loan shall not exceed the amount estimated by the Foundation to be the necessary current cost of the completed property or project, including the land and existing structures thereon; the proposed physical improvements; utilities within the boundaries of the property or project; architects' fees; taxes and interest accruing during construction; and other miscellaneous charges incidental to construction; and in no event shall such loan exceed the amount estimated by the Foundation to be the cost of the completed physical improvements on the property or project, exclusive of off-site public utilities, streets, and common areas.
15. The eligible borrower shall make every effort to produce safe, suitable and decent housing in compliance with local code requirements at the lowest possible cost to each home buyer, and give due consideration to design features that will be functionally and esthetically satisfying to residents.
16. The amount of any mortgage loan to any person participating in the home ownership program shall not exceed $12,500, except such limit shall not exceed $15,000 in any geographical area where cost levels so require, as determined by the Foundation.
17. The home ownership program shall comply with such other reasonable criteria as the Board may prescribe. The interest rate at which loans would be made to eligible borrowers would be set by the Board, taking into account such factors as the Board may determine. The Board would also establish minimum down payments or similar contributions to be made by prospective home buyers.

HOW THE PLAN MIGHT WORK

There is sufficient flexibility in the legislation to permit many procedural variations. The following is offered as a typical example;

1. A local nonprofit community organization, the "Northside Community Improvement Corporation, (NCIC)" decides to embark on a program to acquire shells and dilapidated housing in its neighborhood for rehabilitation and sale to neighborhood families.
2. NCIC goes to the Technical Assistance Service of the Foundation for help in planning and developing program. TAS may locate housing experts locally to consult with NCIC; or contract with an existing national group, such as Urban America, to assist NCIC; or send its own expert to NCIC. With this technical assistance, NCIC develops its home ownership program, including the location or creation of the supporting educational and social components needed to enable prospective home buyers to acquire the capacity for home ownership.
3. When the program is under way to the Foundation's satisfaction, NCIC makes application for a loan from the Home Ownership Loan Fund. HOLF, working with the TAS, first determines that whether a reasonable arrangement can be made with local lending institutions or other sources of credit. If not it then issues a commitment for a mortgage loan to cover the properties to be sold under the program.
4. Armed with the commitment, NCIC exercises options on buildings to be rehabilitated, lets construction contracts to home builders, and produces the planned number of units for sale. During the construction period the Foundation may make advances for construction financing.
5. When the units are ready for occupancy and the prospective buyers have shown over the preceding months that they are prepared for ownership, the NCIC sells the units produced to the individual families. If a prospective buyer can obtain conventional local financing, he does so, pays for the unit in cash, and executes a mortgage with the local lending institution.
6. If the buyer cannot obtain or afford conventional local financing, he executes a "coupon mortgage" with NCIC for the unit. This mortgage carries with it a page of interest coupons, like a bond, but in decreasing amounts over the life of the mortgage. (Actually, the "coupons" might well be adapted to electronic data processing equipment.) The coupons would represent amounts reflecting a portion of the monthly interest that would be paid by the Treasury. The remainder of the monthly interest would be paid by the home buyer, who would in effect enjoy a below market rate, although the mortgage itself would be a market rate mortgage.

7. In repayment of its loan from the HOLF, NCIC returns to HOLF the cash and mortgages received from individual buyers, essentially ending its direct financial involvement in the program.

8. HOLF now holds the mortgages. It may retain them and authorize a local agent—perhaps NCIC—to manage collections. To replenish its loan funds, HOLF could sell its accumulated mortgages on the private secondary market.

9. Whoever the mortgage may be, each month he presents the appropriate coupon to the Treasury or its agent for redemption. The mortgagee thus receives the full market interest on the mortgage—part of it through the buyer's monthly carrying charge payment, the remainder directly from the Treasury.

10. When the Treasury redeems the coupon, it simultaneously posts the amount thereof to what amounts to a revolving charge account in the name of the home buyer, much as American Express posts charges to its credit card holders.

Each year the adjusted gross income of the home buyer (including amounts earned by his immediate household is checked by the Treasury against a repayment threshold which takes into account size of family and local housing costs. If the home buyer's adjusted gross income is in excess of the repayment threshold, he is billed for repayment according to a gradual sliding scale based on the income in excess of the repayment threshold. Eventually, if the home buyer's income continues to rise over the years, a point will be reached where the net effect of coupon and repayment will be a reduction in the accumulated interest payments made by the Treasury over the years. The repayment provisions would continue in effect so long as any balance remained in the account in the buyer's name, regardless of whether he still occupied the particular home.

In this manner a home buyer who is initially too poor to afford a full interest rate may be helped to own a home; if his income subsequently rises, he repays the government investment in him. If he never makes good económically, he is not liable to the Treasury for the interest paid on his behalf. It is not expected that all home owners would eventually retire their entire account in this way, however.

REACH BACK

One of the interesting features of the plan is its provision for "reach back"—a means whereby a family who has made it out of poverty can reach back to help those who are still struggling to achieve the same goal.

The principle is exhibited by the repayment provisions for home owners whose income subsequently rises to middle income levels. The repayments made by such home owners does not just go back into the general revenues of the Treasury, but are earmarked for the same fund from which the original interest assistance payment was made. This, in effect, the repayments by successful home owners are applied directly to help other aspiring home owners at an earlier stage in the process. By this means the repaying home owners can share the feeling of reaching back to help those less fortunate than himself.

RECOVERY IN CASE OF SALE

In case a home owner subsequently desires to sell his home, the eligible borrower may exercise a right of first refusal. If it thus desires, the eligible borrower may reacquire the property at the fair market price and resell it or assign it to another family on its waiting list for a home in furtherance of the purposes of the act. In any case, if the home buyer realizes a capital gain on the sale of the property, the Treasury would have the right to recover any accumulated interest subsidy out of the after tax capital gain. This provision is to prevent a subsidized resale windfall for the buyer.

HOMEOWNERSHIP INSURANCE PROTECTION

To protect the home buyer against foreclosure if his income is temporarily interrupted due to forces beyond his control, the plan calls for the establishment through the private insurance industry of a special program of mortgage payment insurance. Under this program, monthly payments would be met by the insurer for some specified period when illness, disability, natural disaster, or recession layoff prevented the home owner from making the payments. A premium would be charged, and extended payment or similar devices used to make the program actuarially sound. The fact that these home owners have had special counseling and preparation as a result of having participated in a home ownership program, and their strong desire to become home owners evidenced over a period of months prior to obtaining their home, would indicate that the risks involved in this type of group insurance might not be as expensive as it might seem on first glance.

CONTINUING COUNSEL

Once the sale is complete, the eligible borrower would continue to counsel the new home owners and their families to enable them to take maximum advantage of opportunities and to manage their investment effectively and wisely. An important part of this continuing counseling would be education in credit buying, especially in home improvements, to prevent the exploitation of relatively inexperienced home owners by unscrupulous salesmen.

COADJUVANT AGREEMENTS

One particular method of financing a local home ownership program is the coadjuvant ("co-helper") agreement. Under such an agreement a local lending institution wishing to make a high visibility loan to finance a local home ownership program would put up a part of the required funds directly and use the remainder to purchase obligations of the Foundation. From the proceeds of this bond sale the Foundation, by pre-arrangement, would make the loan to finance the remainder of the local program.

The advantage of this arrangement is that the local lender would have up to 90% of his investment in guaranteed HOLF debentures, and yet have sufficient equity risked in the program to ensure close support and supervision of the eligible borrower, in addition to the assistance provided by the Foundation.

DEPOSITING THE RESERVE ACCOUNT

Under the reserve requirement, the Foundation would have to keep reserves equal to 3% of its outstanding obligations as a guaranty fund against loss. Ordinarily such reserve funds would be invested in government securities. Under this plan, however, preference would be given to depositing the reserves (amounting to up to $60 million) in banks and lending institutions which have loan policies furthering the purpose of the act. That is, a bank or savings and loan which is making rehabilitation loans in a slum area could get a large cash deposit from the Foundation, which would encourage it to make more loans of the same kind. This is considered to be a much more valuable use of reserves than immobilization in government securities. The Foundation would, of course, require assurances from the depositary institution as to its sound policies and financial integrity.

SWEAT EQUITY

Among the criteria to be used for making a loan is the provision that prospective buyres may have, to the extent feasible, the opportunity to contribute their labor as "sweat equity" in financing their home. This opportunity is generally far greater in the case of new construction in rural areas than of central city rehabilitation, and there are some limitations to its use. Where applicable, however, it affords a home buyer an opportunity to invest his labor in his home, and at the same time to feel that the product is very much his own. Care would have to be taken, of course, that home buyers did not impede the operations of contractors engaged to complete the project.

INDIGENOUS LABOR

It is the intent of the plan that people from the neighborhood or area have first chance at training and jobs that might be created in the program. Whether or not a contractor would agree to accept neighborhood trainees, and under what terms, would be a factor for the local eligible borrower to consider when awarding the construction contract. Presumably, if an eligible borrower placed high value on the employment of neighborhood workers, a contractor willing to accept such workers would have an advantage in bidding for the contract.

RURAL HOMEOWNERSHIP PROGRAMS

While much of the discussion of this plan has been in terms of cities, there are numerous opportunities for its implementation in rural areas. The Foundation could assist and fund a rural self-help housing project as easily as a central-city program. Such projects are currently under way in a number of rural areas, including California, Florida, New Jersey, and South Dakota. An eligible borrower could be a local Farm Bureau, Grange, or other similar organization.

PROTECTION OF PUBLIC INTEREST

A number of devices ensure protection of the public interest in the operations of the Foundation.

1. Congress would charter the Foundation and retain the exclusive and explicit power to alter or amend its terms, and to dissolve the Foundation if it saw fit.

2. The Foundation would be required to submit an annual report to Congress, the President, and the public, recounting its activities in detail.

3. One third of the Board of Directors would be appointed by the President of the United States, with the advice and consent of the Senate.

4. The Foundation would be required to adhere to the General Accounting Office audit and reporting requirements as if it were a mixed ownership government corporation. In this respect the Foundation would operate under closer public scrutiny than even the Federal Reserve System.

5. The limits on the amount of debentures the Foundation could issue could be raised only by act of Congress.

6. The amount appropriated for interest payment assistance would be subject to annual Congressional appropriations.

It is felt that these provisions, in addition to the blue ribbon composition of the Foundation's Board, offer assurance that the Foundation would continue to adhere to the purposes and policies spelled out in the legislation. At the same time, there is a very substantial amount of flexibility for private management to make the Foundation's program efficient and successful.

COST OF THE LEGISLATION

The first year the Federal government would make a $3 million grant to cover the organizational expenses of the Foundation and supply some seed money for the Technical Assistance Service.

The authorized interest payment assistance for the first year would be $10 million. If the Treasury paid an average of 3% in interest assistance, this could generate up to $333 million in housing.

The second year authorization would be an additional $20 million in interest payment assistance, making a total outlay of $30 million. This would generate up to an additional $667 million in housing.

The third year authorization would be an additional $30 million, making a total outlay of $60 million. This would generate up to an additional $1,000 million in housing.

All appropriations would be subject to annual action by Congress.

ANTICIPATED ADVANTAGES

1. The plan would for the first time make the advantages of home ownership available to families who, because of their present economic status, cannot become home owners.

2. The plan would make a major contribution to the redevelopment and restoration of presently declining and blighted areas in both large and small cities.

3. The plan would increase the opportunities for basic education, job training, counseling, etc. for lower income families as part of an effective, integrated program.

4. The plan would help private enterprise to create vitally needed jobs in housing rehabilitation and other fields for previously unemployed and underemployed persons.

5. The plan would increase business opportunity for and make technical assistance available to small local contracting firms, many of them minority group owned.

6. The plan, by placing primary reliance on the private sector of the economy, would encourage new non-governmental efforts to meet human needs.

7. The plan would be attractive to lenders because it promises a competitive yield and no risk, in addition to its social and philanthropic appeal.

8. The plan would lead to additional tax revenue through the enhanced stability and earning capacity of the families involved.

9. The plan would operate to discourage social distintegration, vandalism, riots, and insurance losses by making possible a significant increase in resident-ownership and by generating in neighborhood residents a new sense of responsibility and personal aspiration.

10. The plan would encourage once-poor families to participate in community development activities and to help others advance along the same path.

11. The plan would generate new business for local lending institutions from whose funds contractors could finance the rehabilitation, and who could be called upon to service the resulting mortgages.

12. The plan, by opening up a mass market for housing rehabilitation products and techniques, would stimulate technological advances in those fields.

13. The plan would provide an attractive alternative to the growth of additional public housing and rent subsidy programs.

CONCLUSION

Of absolutely crucial importance to any such program is the central element of home ownership. For a man who owns his own home acquires a new dignity. He begins to take pride in what is his own, and pride in conserving and improviding it for his children. He becomes a more steadfast and concerned citizen of his community. He becomes more self-confident and self-reliant. Becoming a homeowner transforms him. It gives him roots, a sense of belonging, a true stake in his community and its well-being.

Helping those who are now poor to advance to responsible home ownership is not a task to be underestimated. Many obstacles—not the least of which is the ingrained suspicion of the hard core poor themselves—will be encountered. But the time has now come for home ownership—whether single family homes, condominium units, or cooperative—to be made available to every aspiring American family that seeks it and can benefit from it. This home ownership plan is no more than an attempt to mobilize the private sector, with government reinforcement at crucial spots, to make America increasingly a nation of home owners.

This memorandum clearly does not cover every aspect of the Home Ownership Plan. Nor does it attempt to suggest that the plan as presented in legislation is anywhere close to perfection.

Rather, this memorandum is an attempt to elucidate some of the important aspects of the proposal, in the hope that full discussion and deliberation may eventually produce a polished product worthy of broad support.

Comparison—National Home Ownership Foundation plan and FHA programs

[221(h) refers to Sullivan amendment FHA mortgage insurance for sales housing (1966); 203(m) refers to proposed Ribicoff FHA mortgage insurance program for sales housing (1967); NHOF refers to proposed Percy National Home Ownership Foundation program]

Program	Type of units	Eligible owners	Insuring agency	Method	Insurance premium (percent)	Government aid	Recovery feature	Mortgage marketability
221(h)	Single family only	Within public housing occupancy limits.	FHA	Rehabilitation only	0 –1	FNMA special assistance	No	FNMA only.
203(m)	do	Within sec. 221(d)(3) occupancy limits.	FHA	New and rehabilitation.	¼–1	do	No	Do.
NHOF	Single family, cooperative, condominium.	"Unable to obtain and afford" local conventional financing.	NHOF	do	¼	Treasury interest payment assistance.	Yes	Privately marketable.

NOTE.—221(h) projects may be conducted only in communities having a "workable program" for urban renewal. Only NHOF program supplies technical assistance and requires supporting programs to prepare buyers for homeownership.

CROMWELL LIBRARY
AMERICAN BAR FOUNDATION
1155 EAST SIXTIETH STREET
CHICAGO, ILLINOIS 60637
(312) 493-0533

June 2, 1967

Scholarship, Education and Defense Fund
For Racial Equality, Inc.
150 Nassau St.
New York, N. Y. 10038

Gentlemen:

We would appreciate your assistance in obtaining the material listed below, which we understand is being distributed through your office.

If you cannot supply this item, perhaps you could direct us to the appropriate source.

A shipping label is enclosed for your convenience.

Thank you for your consideration of our request.

Sincerely yours,

Patricia Higgins

(Miss) Patricia Higgins
Acquisitions Librarian

Publication: Newark Welfare Rights Manual
(cited in your newsletter: Vol. III, No. 2
March, 1967)

ELLIS STRINGFELLOW & PATTON
COUNSELLORS AT LAW
51 EAST 42ND STREET
NEW YORK, N. Y. 10017

WILLIAM S. ELLIS
FRANK PATTON, JR.
WILLIAM LEIBOVITZ

TELEPHONE
867-0180

WILLIAM STRINGFELLOW
COUNSEL

July 31,1967

Mr. Marvin Rich
Executive Director
Welfare, Education and Defense
Fund for Racial Equality
150 Nassau Street
New York, New York 10038

Dear Marvin:

Would you kindly send me a copy of your bulletin on welfare rights in New Jersey.

I noticed in the most recent monthly sheet that this is now available and would love to see a copy of it.

Closing with warm regards,

Sincerely,

Bill

William S. Ellis

WSE/lb

RECEIVED
AUG 1 1967
WEDF

Sent 8/18/67

Publicity

ECEIVED

AUG 4 1967

SEDF

DRAFT

FROM: HERBERT J. FARBER ASSOCIATES
122 East Thirty-Seventh Street
New York, N.Y. 10016 ~~(more)~~

FURTHER INFORMATION: Herbert J. Farb
MU 5 6335

FOR: THE SCHOLARSHIP EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY

FOR IMMEDIATE RELEASE

C O P Y

New York, July -- A new ---page booklet, "Your Welfare Rights in New Jersey," issued today, is being given free of charge to welfare recipients in Newark. Distributed by the Newark Field office of the Scholarship Education and Defense Fund for Racial Equality (SEDFRE), the booklet informs clients who are receiving public assistance from the Essex County Welfare Board of their rights under New Jersey's welfare laws.

It deals with eligibility requirements, rights to privacy, confidentiality and respect from welfare workers, and extra allowances available under State regulations, but which, SEDFRE states, are now frequently denied.

It tells clients how to undertake complaint procedures from actions at the caseworker level up to procedures for getting a fair hearing from the State. Detailed instructions on how to work out a budget are also included.

(more)

COPY

In May 1966, SEDFRE, a national Civil Rights organization with headquarters in New York City, allocated funds and staff to work specifically in the area of public welfare. With a first year's budget of $20,000 a center known as the Newark Welfare Rights Project was set up at 112-South Orange Avenue under the direction of Mrs. Shirley Lacy, a former caseworker at the New York City Department of Public Welfare.

Assisting Mrs. Lacy are volunteer welfare mothers and several trainees from the anti-poverty agency called Careers Orientation toward Preparation for Employment (COPE). A 10-member advisory committee, made up mainly of welfare recipients, has helped with the development and testing of information contained in the booklets.

The booklets will be distributed by 50 volunteers, many of whom are themselves welfare recipients. Each has received special training in welfare rights from SEDFRE staff. The distributors will explain the booklets to other welfare recipients in order to ensure an accurate understand of all information provided.

The aim of the welfare rights program during its first year is to equip persons who must live on welfare with the knowledge and information they need to secure their rights. This information, says SEDFRE, is not generally given ~~by~~ to welfare workers.

The program is designed to serve as a model for similar urban communities. SEDFRE has already received requests for the booklets from client organizations, anti-poverty staff and community leaders throughout the State, and from persons working on welfare problems in New York, Florida, Mississippi, Connecticut, North and South Carolina, Ohio and Illinois.

"We have," Mrs. Lacey said, "gained recognition from the Office of Economic Opportunity in Newark and have been asked to participate in its Demonstration Cities project."

Cooperation in all phases of the program has come from leaders of client organizations, civic and civil rights groups, VISTA Volunteers, and professional social workers from Rutgers University. Attorneys from the Newark Legal Services Project and the Center on Social Welfare Policy of Columbia University School of Social Work have worked with the SEDFRE legal department on the legal aspects of the booklets.

SEDFRE, was formed in 1962 to assist local community groups and other civil rights organizations throughout the United States. In addition to giving information on welfare, its wide program, financed solely through contributions, includes leadership training, provision of college scholarships, and legal defense in civil rights cases.

###########

COPY

NAVIN SHAH

100 Westervelt Place
Passaic, N.J. 07055
August 13, 1967.

The Director
Newark Welfare Rights Project Office
112 South Orange Avenue
Newark, N.J.

Gentleman :

Re : Copy of Manual 'Your Welfare Rights'

Reverting to the article concerning 'Welfare' that appeared in the Morning Call of August 11,I shall thank you to please send me a copy of the manual published by the civil rights organisation.Incase,it is a price publication,you may send me a copy of it by C.O.D..

I appreciate the efforts of civil rights organisation to publish such an informative manual which would be useful to the public,generally ignorant about their civil rights and obligations to organisations of public welfare.

Thanking you,

Very truly yours,

(Navin Shah)

August 16, 1967

Mr. Frank Weil
40 Wall Street
New York, N.Y.

Dear Frank:

I am enclosing several copies of the Welfare Manual. It is out at last. I have also enclosed three copies of the story that appeared in the Patterson Morning Call. I will send you the Newark papers as soon as I get them.

Welfare clients have been quite enthusiastic about the Manual. They feel that it is attractive, useful and comprehensive. Since its publication, Shirley has had a number of requests for classes in the detailed use of the Manual.

Cordially,

Marvin Rich
Executive Director

Enclosures as stated

August 23, 1967

Marvin Rich, Executive Director
SEDFRE
150 Nassau Street
New York, N.Y. 10038

Dear Mr. Rich;

In response to your request for comments on the Welfare Rights booklet sent me:

1. Cover and page-numbers, etc. should be in a color - neither brown, black, nor gray.

2. Section numbers should be plain-ordinary 1,2,3 and not Roman Numerals.

3. Photograph of Nils Douglas should be omitted.

4. In what may have been an attack of hypersensitivity to the question, the artist has carefully refrained from indicating that any of the people sketched are Negro. Thus we have one of the vanishing phenomena of the times - at a stage where airline ads, bank ads, and the NYTimes fashion supplements are all conscientiously including Negroes in photographs, sketches, cartoon-illustrations, etc.!

I do think the booklet on the whole is excellent; the idea a great one. I return it to you so that not even one copy shall be sitting around on a coffee table when it could be used to better advantage.

Very truly yours,

Helen Herbstman

Helen Herbstman

Mrs. H. Herbstman
129 Everett Place
Englewood, N.J. 07631

CROMWELL LIBRARY
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1155 EAST SIXTIETH STREET
CHICAGO, ILLINOIS 60637

(312) 493-0533

RECEIVED
AUG 31 1967
SEDF

August 29, 1967

Scholarship, Education and Defense Fund
for Racial Equality, Inc.
150 Nassau St.
New York, N. Y. 10038

Gentlemen:

We would appreciate your assistance in obtaining the material listed below, which we understand is being distributed through your office.

If you cannot supply this item, perhaps you could direct us to the appropriate source.

A shipping label is enclosed for your convenience.

Thank you for your consideration of our request.

Sincerely yours,

Patricia Higgins

(Miss) Patricia Higgins
Acquisitions Librarian

Publication: Newark Welfare Rights Manual. (cited in your Newsletter: Vol. III, No. 2, March, 1967, p. 4.

N.B.: We have had no response to our request of June 2; please advise.

Forwarded 9/1/67

Georgia Council ON HUMAN RELATIONS
52 Fairlie Street, N. W. • 404/525-6468 • Atlanta, Georgia 30303

RECEIVED
SEP 6 1967
SEDF

September 5, 1967

Mr. Marvin Rich
Scholarship, Education Defense
Fund For Racial Equality
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Please send us your new copy of a welfare rights pamphlet: Newark Welfare Rights.

Thank you.

Sincerely yours,

Frances Pauley

Mrs. Frances Pauley
Executive Director

FP/es

Sent on 9/14/67

JOHN H. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
RUFUS E. CLEMENT, VICE-PRESIDENT
PAUL R. CHRISTOPHER, VICE-PRESIDENT
THOMAS W. YOUNG, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

RECEIVED
SEP 6 19
SEDF

September 5, 1967

Mr. Marvin Rich
Executive Director
SEDFRE
150 Nassau Street
New York, N. Y. 10038

Dear Mr. Rich:

SEDFRE's booklet, "Your Welfare Rights," is comprehensive and well put together. Many of your clients, however, will probably have something less than a high school education. In light of this fact, I do not believe this booklet can be issued as self-explanatory. As a reference after indidual explanations, "Your Welfare Rights" is excellent.

Thank you for sending us the pamphlet.

Sincerely,

Glenda Bartley

Glenda Bartley
Research Assistant

FRANK A. WEIL
42 WALL STREET
NEW YORK 10005

RECEIVED
SEP 11 1967
SEDF

September 8, 1967

Mr. Marvin Rich, Executive Director
Scholarship, Education and Defense
Fund for Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Marvin:

Thank you for sending me the copies of the Welfare Manual which I received on my return from holiday with my family. You brought it a long ways towards what I was hoping for and my hat's off to you. I hope that it proves to be as useful as we all had in mind. Frankly, I found the detailed sections to be confusing but then if I was depending on welfare to live, I might take the trouble to figure it out.

I look forward to seeing you sometime this fall. Best regards,

Sincerely,

REPLY TO DISTRICT OFFICE:
STATE OF NEW JERSEY
BUREAU OF CHILDREN'S SERVICES
ROOM 412, NEWARK CENTER BUILDING
1100 RAYMOND BOULEVARD
NEWARK, NEW JERSEY 07102

State of New Jersey
DEPARTMENT OF INSTITUTIONS AND AGENCIES
BUREAU OF CHILDREN'S SERVICES
G. THOMAS RITI, CHIEF
163 WEST HANOVER STREET
TRENTON, NEW JERSEY 08625

September 11, 1967

Scholarship, Education, and Defense Fund
For Racial Equality
112 South Orange Avenue
Newark, New Jersey

Dear Sirs:

I have read a copy of your handbook of information on Welfare Rights and find that it contains information pertinent to many of the problems which this agency deals. I would therefore like to request 20 or 30 copies of this pamphlet if you can spare them. Your consideration and cooperation would be most appreciated and quite beneficial.

Very truly yours,

Marie Harding
(Miss) Marie Harding
Caseworker

Lawrence S. Chase
Lawrence S. Chase
Assistant Supervisor
Newark District

LSC:MHW

YOUTH DEVELOPMENT CLINIC OF NEWARK
990 BROAD STREET, NEWARK, NEW JERSEY

PHONE 623-9025

SAUL EISENBERG, ACSW
EXECUTIVE DIRECTOR

September 13, 1967

Scholarship, Education and Defense Fund for Racial Equality
112 South Orange Avenue
Newark, N.J.

Dear Sirs:

Our psychiatric clinic for children has a large number of families currently receiving service who are recipient of County welfare. We believe it would be most useful to acquaint them with your excellent book "Your Welfare Rights" and to this end we would like fifty copies for distribution.

Please bill us for any costs involved.

Sincerely,

Saul Eisenberg

Saul Eisenberg
Executive Director

SE/s

Box 62
Newcomb Hall Station
Charlottesville, Va.
9/19/67

Scholarship, Education and
Defense Fund
150 Nassau St.
New York, New York 10038

Dear friends,

Please send me a copy of the manual "Your Welfare Rights in New Jersey". Your kindness will be much appreciated.

Peace and freedom,

Janet Dewart

Janet Dewart, staff
Southern Student Organizing Committee

Sent 9/21/67

Sept 21, 1967

Dear Sir [madame],

Your booklet entitled "Your Welfare Rights" was given to me at school Rutgers C.A.I.P by one of your worker. We always exchange information on welfare. I loved the booklet and turned it over to the welfare Clients Group here as a result here is this letter.

Would you be kind enough to send us fifty copies if they are free. If they are not free will you please send us a letter of the costs. We really need this for our area.

We will be waiting for an answer from you soon as you possibly can.

Thank you

Miss Emily Brown
Hon Chair of Group

sent 10/4/67

Columbus Hospital

495 NO. THIRTEENTH ST. · NEWARK 7, N. J. · HUMBOLDT 5-3400

9/25/67

Dear Sirs:

Please send additional copies of phamplet entitled "Your Welfare Rights", New Jersey Residents Handbook of Information, to me at the above address, c/o MIC Social Service Department.

This is a very helpful informational resource for my clients.

Sincerely yours,

Mrs. Vera De Fusco
Maternal & Infant Care
Program - Medical Social
Worker - ACSW.

Sent 10/2

CAP
COMMUNITY
ACTION
PROGRAM

COMMUNITY ACTION-PLAINFIELD, INC.

339 PARK AVENUE
PLAINFIELD, N. J. 07060
Telephone: 753-1933

50 Copies
Sent 10/16/67

September 27th, 1967

Scholarship, Education and Defense Fund
for Racial Equality
112 South Orange Avenue
Newark, N.J.

Gentlemen:

May we please have additional copies of the booklet entitled "Your Welfare Rights" at your earliest convenience.

Yours very truly,

Jo Anne Toresco
MRS. MATTHEW TORESCO
ADMINISTRATIVE SECRETARY

jpt

CHILD SERVICE ASSOCIATION
formerly Children's Aid Society and Newark Home for Foster Care
284 Broadway, Newark, New Jersey 07104
OFFICE: HUmboldt 2-0106

LEONTINE R. YOUNG, D.S.W.
EXECUTIVE DIRECTOR

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SECRETARY
GORDON MILLSPAUGH, JR.
ASSISTANT SECRETARY

October 4, 1967

Scholarship, Education
and Defense Fund for
Racial Equality
112 South Orange Ave.
Newark, N. J.

Attention Mrs. Shirley Lacey

Dear Mrs. Lacey:

I have a copy of the pamphlet "Your Welfare Rights". Our agency serves many people who are recipients of public welfare and very often we find that serious budgeting problems complicate other problems. I'm sure your pamphlet would be very helpful to our clients. Would it be possible for you to send us a supply so we could distribute them to these people.

If there is a charge for this, please let us know.

Thank you very much for your cooperation.

Sincerely yours,

Miriam Eisenberg

(Mrs.) Miriam Eisenberg, ACSW
Intake worker

ME/eb

A Red Feather Service of Newark Community Chest *Member of Child Welfare League of America*

YOUTH DEVELOPMENT CLINIC OF NEWARK
990 BROAD STREET, NEWARK, NEW JERSEY

PHONE 623-9025

SAUL EISENBERG, ACSW
EXECUTIVE DIRECTOR

October 17, 1967

Scholarship, Education and Defense Fund for Racial Equality
112 South Orange Avenue
Newark, N.J.

Dear Sirs:

We would appreciate receiving 100 more copies of "Your Welfare Rights."

Thank you.

Sincerely,

Saul Eisenberg
Executive Director

SE/s

BOARD OF EDUCATION
DEPARTMENTS OF CHILD GUIDANCE AND SPECIAL EDUCATION
31 GREEN STREET
NEWARK, NEW JERSEY 07102

WILLIAM B. DENBERG
DIRECTOR
CARL C. LOZITO
CLINICAL COORDINATOR

MARKET 2-6700

October 17, 1967

Dear Mrs Lacy,

May I thank you most sincerely for the fifty copies of "Your Welfare Rights" which you brought or sent to Waverly Avenue School for me.

I read it several times and it is excellent. Clear, simple and really tells the client the things he should know. All too often the welfare worker succeeds in making the welfare recipient believe he has lost all his civil and human rights (not that he had them before) when he receives welfare

Also so many of his needs are ignored and he does not know he can ~~[illegible]~~ receive money for many needed things. Because of my past experience in public assistan for twenty years on the county, state and federal levels am fully aware the problems etc in the program.

I have already given many of the phamphlets out to our mothers first going over it with her. They are delighted to have this so called "weapon". It gives them security and a different understanding of P.A. I use the approach that P. Assist. is like any other public service, library, police school, fire department, etc. We have it be the majority of us realize we cannot protect ourselves individually against certain of life's problems.

If I can ever be of any help to you or your committee, please let me know.

Again thank you for your help.

Most sincerely,

9/9/67

Dear Mrs Lacey

I am a school social worker in two schools in Newark – Waverly & S. 10th –

Will you please send me 50 copies of your pamphlet "Your Welfare Rights" for our parents –

Thank you very much,

Mrs. Gene Smith

P.S. If you do not have this quantity available, please send as many as you can.

Mrs. Gene G. T. Smith
10 Hill Street
Hallmark House, Apt. 14H
Newark, New Jersey 07102

DIVISION OF PUBLIC WELFARE
NEWARK, N. J.
GRACE E. MALONE
Director of Public Welfare

INTERDEPARTMENTAL COMMUNICATION

Date September 13, 1967

To Mrs. Lacey

From M rs. G.E. Malone, Dir.

Subject Booklet - Your Welfare Rights

Will you kindly give bearer, Mr. John Sayres, 12 copies of the above booklet.

Thank you.

Sent 9/13/67

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

October 19, 1967

RECEIVED
OCT 23 1967
SEDF

Mr. Marvin Rich
Executive Director
Scholarship, Education and
Defense Fund for
Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Thank you for your kindness in sharing with me the booklet designed for welfare clients by SEDFRE. The format and content should be especially meaningful to local persons who are the direct participants in welfare programs. The booklet was given to several staff people in the Office of Education and all agreed on the meaningfulness of the substantive content.

Incidentally, the notion of training leaders of the poor in constructive action in relation to the poor is a most feasible way of aiding in the achievement of the upward mobility of this population.

Sincerely yours,

Regina Goff

Regina Goff
Assistant Commissioner
Office of Programs for
the Disadvantaged

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

RECEIVED
NOV 10 1967
SEDF

November 8, 1967

CES-SO-ESSB

Mr. Marvin Rich
Executive Director
Scholarship, Education and
Defense Fund for Racial
Equality
150 Nassau Street
New York, N.Y. 10038

Dear Marv:

After reading Your Welfare Rights, New Jersey Residents Handbook of Information, I found it to be a valuable and necessary source of information. A project of this kind is long overdue, not only in the Newark area, but also in other cities throughout the country.

I appreciate your thoughtfulness in sending me a copy and wish you much success in this undertaking.

Sincerely yours,

Carol

Mrs. Carol J. Hobson, Acting Chief
Elementary-Secondary Studies Branch
Division of Statistical Operations

STATE OF MICHIGAN

GEORGE ROMNEY, Governor

DEPARTMENT OF SOCIAL SERVICES

LEWIS CASS BUILDING, LANSING, MICHIGAN 48913

R. BERNARD HOUSTON, Director

RECEIVED
DEC 11 196
SEDF

December 5, 1967

Mr. Nils Douglas, Chairman
Scholarship, Education and Defense Fund
150 Nassau Street
New York, New York 10038

Dear Mr. Douglas:

Please send us several copies of your booklet "Your Welfare Rights".

Very truly yours,

John Smith

John Smith
Personnel Director

GT:sc

MICHIGAN
WATER-WINTER
WONDERLAND

December 11, 1967

Mr. John Smith
Personnel Director
Department of Social Services
Lewis Cass Building
Lansing, Michigan 48913

Dear Mr. Smith:

In response to your request of December 5th, enclosed please find five copies of our booklet "Your Welfare Rights."

Sincerely,

Marvin Rich
Executive Director

COPY

Enclosures

THE UNIVERSITY OF NEBRASKA
LINCOLN, NEBRASKA 68508

GRADUATE SCHOOL OF SOCIAL WORK

RECEIVED
JAN 6 1968
SEDF

December 28, 1967

Scholarship, Education and
Defense Fund For Racial Equality, Inc.
150 Nassau Street
New York, New York 10038

Please send me a copy of your publication, YOUR WELFARE RIGHTS, by Shirley Lacy.

Thanks.

Sincerely,

Albert Schrekinger

Albert Schrekinger
Professor

AS:cs

January 8, 1968

Professor Albert Schrekinger
The University of Nebraska
Graduate School of Social Work
Lincoln, Nebraska 68508

Dear Professor Schrekinger:

As requested in your letter of December 28th, enclosed please find two copies of our manual YOUR WELFARE RIGHTS.

Sincerely,

Jacqueline Turner (Mrs.)
Executive Secretary

Enclosures as stated

STATE OF MICHIGAN

COUNTY BOARD
Robert H. Harkness, Chairman
Willard Koths
James H. McCormick

GEORGE ROMNEY, Governor
DEPARTMENT OF SOCIAL SERVICES
R. BERNARD HOUSTON, Director

WAYNE COUNTY
DEPARTMENT OF SOCIAL SERVICES
640 Temple
Detroit, Michigan 48201

February 19, 1968

RECEIVED
FEB 21 1968
SEDF

Scholarship, Education and Defense
Fund for Racial Equality
150 Nassau Street
New York, New York 10038

Gentlemen:

We were referred to your office to request six copies of "Your Welfare Rights" by the New Jersey Division of Public Welfare.

Sincerely yours,

Paul G. Conlan - ct

Paul G. Conlan, Director
Wayne County Department of Social Services

PGC:ct

MICHIGAN
WATER-WINTER
WONDERLAND

February 21, 1968

Mr. Paul G. Conlan, Director
Wayne County Department of Social Services
640 Temple
Detroit, Michigan 48201

Dear Mr. Conlan:

As requested in your inquiry of February 19th, enclosed please find six copies of YOUR WELFARE RIGHTS.

Sincerely,

(Mrs.) Jacqueline Turner
Executive Secretary

Enclosures as stated

CABLE: "UAW DETROIT"

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE 926-5000

UAW

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

WALTER P. REUTHER.........PRESIDENT
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RECEIVED
JUN 24 1968
SEDF

June 20, 1968

Mr. Marvin Rich
Executive Director of The Scholarship Education
and Defense Fund for Racial Equality
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Would you please send your booklet, "Your Welfare Rights," prepared by Shirley Lacey and the Center for Social Welfare, Policy and Law of Columbia University, to Mr. Ray Ferrier, READ Coordinator, Room 300, Special Projects Building, 10100 Grand River, Detroit, Michigan 48204 and Mr. Hamilton Stillwell, Dean of Urban Extension, Wayne State University, Detroit, Michigan.

I think that there is much "transfer" in this booklet and that it would be useful to them, not only for information but as a model for whatever might develop.

Thank you for whatever you can do.

Sincerely yours,

Bill Hardy

William L. Hardy
Education Department

WLH:yb
opeiu42aflcio

June 24, 1968

Mr. Ray Ferrier,
READ Coordinator
Special Projects Building
10100 Grand River - Room 300
Detroit, Michigan 48202

Dear Mr. Ferrier:

At the request of William L. Hardy of the Education Department of the United Automobile Workers, I am enclosing a copy of the booklet Your Welfare Rights and the report on the year-long SEDFRE welfare training program written by Mrs. Shirley Lacy, Director of the Newark Welfare Rights Project.

I do hope that this material will be useful to you.

Sincerely,

Marvin Rich
Executive Director

cc: Deborah Cole
William L. Hardy

June 24, 1968

Mr. Hamilton Stillwell,
Dean of Urban Extension
Wayne State University
Detroit, Michigan

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Sincerely,

Marvin Rich
Executive Director

cc: Deborah Cole
William L. Hardy

5-31-67

Stu Paley

1. fantastic job of organizing

2. concerned

   a. ~~organization~~
   ~~special payment~~

   a Introduction - too long + too sophisticated

I logical
readable

I

I Table of contents essential
summary paragraphs
in binding

Bernie Seaman 514
Jason McManus - Time

Requests for Welfare Manual

Eugene Feingold
Dept. of Medical Care Organization
School of Public Health
University of Michigan
Ann Arbor, Michigan 48104

Chaim Rose, Pres.
The People Speak Forums
1769 Lenox Avenue
Miami Beach, Fla 33139

Sent 8/23/67

Marv —
I have made
some corrections
previously made. are
in the galley. have the
you sure they
last galley?
Shirley

Shirley

1. Headings on page 21 & 31 will be highlighted

2. Chart on page 34 will be redone

3. Type will be black the rest will be in a rich brown

Sponsel

Marv

④ $18,000 ? — at least

T

NEWARK
WELFARE RIGHTS
PROJECT

A Demonstration Project to Assist Recipients in Gaining Their Rights and Entitlements

By
Shirley M. Lacy

Scholarship, Education and Defense Fund for Racial Equality
150 Nassau Street
New York, New York 10038
964-8210

January 1968

INTRODUCTION

This report sets forth the experiences of the Scholarship, Education and Defense Fund for Racial Equality in working with welfare recipients in Newark, New Jersey. It presumes that those persons presently working on community problems have had or, very shortly, will have contact with one of the most pressing of all urban problems --public welfare. To the extent that some of the techniques used in Newark can be helpful to others, this report represents an effort to relate both the successful and unsuccessful aspects of the program.

The Newark Welfare Rights Project was sponsored by SEDFRE under a special grant from September 1966 to October 1967. In scope, the Project was designed primarily to work with the 50,000 recipients of state aid in the Aid to Dependent Children, Blind, Disabled and Old Age categories. However, persons receiving General Assistance (relief payments) from the City of Newark and persons eligible but not receiving assistance were not excluded.

The immediate objective of the program was to provide recipients with a greater awareness and knowledge of their rights and entitlements, and to help them become effective in securing those rights. This approach called for the preparation and mass distribution of authoritative information on welfare regulations which recipients could then use to translate their needs into cash and service benefits. This approach was also seen as a mechanism for bringing about structural changes within the welfare system.

In theory, one of the main purposes of making public assistance available to those in need is "to maintain and strengthen family life." In practice, the welfare system places a premium on the destruction of family life. Under the ADC program, the absence of a parent from the home is a prime requirement for any consideration of eligibility. But this destruction does not begin and end with the applicant in need. Relatives, like the applicant-recipient, must also be subjected to the "means test" to evaluate their capacity to contribute support.

Training programs have often been suggested by non-recipient members of society as a means of reducing the welfare rolls. It must be emphasized that not only do many recipients want to become self-supporting, but that a number of them do hold jobs, needing only partial help from welfare. However, for countless others, training programs offer no meaningful solutions. Recipients are unable to participate in them for the same reasons that make them eligible for welfare payments; they are not employable. Inadequate child care arrangements, advancing technology, lack of education or skills, poor health and the movement in industry away from the core city are some of the key barriers toward their entering or re-entering the job market.

Thus the applicant for public assistance, finding herself unable to provide for her family, mortgages her rights to decency and dignity in exchange for a welfare check, issued in such a way as to withhold or deny all but the barest subsistence.

tained in the following report by the Project Director, Shirley M. Lacy, a former caseworker in the New York City Department of Welfare. A final evaluation of this project is now being conducted by Dr. Maury Hillson, Rutgers University.

Background

The Newark Welfare Rights Project began at a time (September 1966) when client organizing acticity was gaining momentum throughout the country. Recipient demands for a more adequate and realistic welfare system, more information on the rights and entitlements of recipients, and respect and decent treatment of recipients by welfare employees. In New York City, the movement was spearheaded by a federation of recipient groups organized as the Citywide Coordinating Committee of Welfare Groups. By attending a number of meetings of this organization, I met not only recipient leaders from various parts of the city, but some of the organizers, caseworkers and lawyers who were giving various kinds of support to the organizing efforts.

At that time the only handbook in New York City on welfare regulations, available for general public use, was one prepared by an anti-poverty agency, Mobilization for Youth. The Center on Social Welfare Policy and Law at the Columbia School of Social Work had also developed manuals on welfare rights for several southern states. Each of these handbooks was extremely valuable in making public some of the welfare rules, up to this point, kept secret by welfare personnel. All of them were fairly thick manuals written for the most part in a language style familiar to professionals. Largely prepared for persons working with recipients as organizers and advocates, these handbooks placed a greater emphasis on interpretations of welfare regulations than on the steps recipients could take to make the regulations work for them.

As I studied each of these handbooks and others that followed over the next months, I knew that the development of a manual of rights for Newark recipients would depend heavily on my having close contact with recipients and their problems. Official state welfare regulations establish welfare policies within a broad framework of state law which bears little resemblance to justice or even adequacy. The key to the punitive and degrading nature of public welfare is most closely linked with the manner in which local and state officials narrowly interpret and administer those policies.

With the help of a local Negro contractor, I located the SEDFRE project office and began the recruitment of project participants.

Project Advisory Committee

Robert Curvin introduced me to Mrs. Marian Kidd, a mother of eight children, who was then Chairman of the Welfare Committee, Peoples" Action Group. I explained to Mrs. Kidd that I had been assigned to Newark to prepare manuals on the rights and entitlements of recipients and to work with them to insure a full and complete understanding. Mrs. Kidd extended her support and put me in touch with three other leaders of recipients' organizations. Each of these persons was asked and agreed to serve on the Advisory Committee. Three additional ADC mothers came to the project to give time as volunteers and were added to the committee. Through the Blazer Work Training Program, a recipient of municipal aid was recruited.

The function of the Project Advisory Committee was to help determine the usefulness of the materials prepared by the Project in terms of content and language style, to promote acceptance of the project in the community particularly with regard to the recipient group, and to provide experiences and data for a final evaluation. With the establishment of the Advisory Committee, we announced the opening of the project in the press and in two radio interviews.

Task Force

I decided to use a committee of lawyers, caseworkers and organizers to prepare the technical materials needed. Brian Glick, an attorney at the Center on Social Welfare Policy and Law, Columbia University agreed to work up a draft outline of topics to be covered in the New Jersey manual. He felt it would follow closely his outline prepared for a new handbook for New York City. In Newark, several caseworkers and members of the Newark-Essex Chapter of CORE and the Newark Community Union Project (NCUP) were already working closely with clients' groups. Newark CORE had developed a mimeographed booklet on the rules and regulations of the Essex County Welfare Board. Limited funds had made it impossible for the local group to put out more than a few hundred copies. Yet, even this effort had been well received by recipients and the demand for more booklets and more information was evident. The Project expanded and enlarged what had been started as a local effort. With its thrust entirely toward recipients acting in their own behalf, it was unique not only for Newark, but for the national movement for welfare rights. Up to this time, relatively little had been done which recipients could recognize and claim exclusively as their "Bible."

A Task Force composed of Robert Littman from the Newark Legal Services Project, Brian Glick from Columbia University, Corinna Fales, a Newark organizer and three caseworkers from the Essex County Welfare Board was set up to develop the technical information for the rights manuals. Copies of official state manuals were available at the welfare centers, at a Newark Legal Services neighborhood office and at the Center on Social Welfare Law and Policy at Columbia.

Staff

At the beginning of the Project, the paid staff consisted of two ADC mothers and myself. One of the mothers came through the training program of the Business and Industrial Coordinating Council. The other was recommended by a member of the Advisory Committee. Each had some clerical background, but their skills were weak. Although both women were anxious to get off the welfare rolls small children made that impossible. Part-time schedules seemed to be an answer and an arrangement was worked out under which each could work four hours a day. This allowed the project office to be covered during the normal business hours. The benefits to these mothers were that they had a chance to brush up on their skills while earning income. Their welfare checks then became a form of supplementation rather than a total grant. More importantly, their presence in the office added a setting of understanding and concern for the rights of the impoverished. Unfortunately, only one of these women was able to stay with this plan; the child care arrangements of the other could not be sustained beyond the first few weeks. The first staff was subsequently replaced with a number of trainees from Career Oriented Preparation for Employment (COPE), an anti-poverty agency in Newark.

to various community projects and programs, also helped.

The Project Office

The project was located in a store-front, 112 South Orange Avenue. Surrounding buildings were almost totally inhabited by welfare recipients and persons on extremely low incomes. The usual ghetto slum conditions -- rats and roaches, poor garbage collection, overcrowded schools and inadequate health facilities were abundantly present.

Many residents in the immediate neighborhood did not fully understand our sudden presence; and the name, 'Welfare Rights Project" on the window, did not really clarify it for them. Welfare had always meant long waiting lines and cold faces; yelling, crying, begging; disappointment and denial. Some individuals looked upon our office as an extension of the downtown welfare centers, set up in their neighborhood to save them carfare and to take care of emergencies. Others thought that the project was there to find apartments and jobs, to get them into training programs, get suspended children back in school, exert influence on the anti-poverty program and attack City Hall.

To the extent that I was able to provide direct servicing, I did so. A neighborhood store-front operation can hardly exist among the poor and expect not to be confronted with the problems of the poor. This servicing proved valuable in:

1. Supplying some immediate answers to pressing individual problems.
2. Providing training experience for those in the community who were quite clearly interested in learning to service recipients (neighborhood workers, public housing employees, outreach coordinators, etc.).
3. Documenting the need for the particular tone and thrust of the rights manuals being prepared.
4. Serving as a base for recruiting project participants.
5. Increasing my own background in preparation for the orientation phase of the program.
6. Facilitating our acceptance in the community.

Operating the Program Phase I

On October 15, 1966, I called a meeting of both the Task Force and the Project Advisory Committee. Brian Glick's outline was submitted and accepted by the entire group. Writing assignments were made in the following areas:

1. General Introduction - how the system works; structure; where to put the pressure

2. Basic Budget - computation, support payments, income from employment and other sources; special allowances

3. Eligibility - which needy persons are entitled to welfare payments and services

privacy; home visits, holding checks

5. Enforcing Your Rights - Fair Hearings and appeals procedures

6. Procedures - intake, the application, housing rights, lost
   or stolen checks; levels of approval

November 1st was set as the target date by which the technical material would be completed. This seemed realistic based on the enthusiasm of the Task Force, and the fact that all of its members had had experience with welfare systems. A publication date for the first draft was set for December 1st. Telephone numbers and addresses were exchanged between Task Force members so that they could be in touch with one another, thereby aiding coordination.

The writing assignments did not come on time. Not only did some of the writers have difficulty in sticking to their precise subject, but there was a good deal of overlapping information from one person's work to another's. The previous experiences of each writer was strongly reflected in what he or she wrote. Some had difficulty in making clear the differences between state policy and administrative practice. There is no doubt that a better approach would have been to have asked one or two persons to carry out this responsibility, with the other informed persons acting as consultants or advisors.

During the first week in November, the State Department of Welfare announced 5% increases in welfare grants, new methods of computation and new regulations. These changes were to become effective on January 1, 1967. This meant that a good portion of the work already completed had to be revised. In the interest of time, I undertook a large share of the rewriting.

By mid-January, a professional writer with special skill in making complicated text easy to understand, was hired. His job was to work closely with Brian Glick to prepare the first draft which was then to be returned to me for pre-testing in the community. It was important that an evaluation for clarity and usefulnees be made by recipients.

Recruitment of Distributors

The design of the project called for 50 persons to work as distributors of the manuals. Upon completion of an orientation program in welfare rights, they were to work with groups of recipients at meetings set up in the community. Funds were allocated by the project for their carfare and child care expenses. Recruitment of participants was accomplished using the following community contacts:

1. Meetings of Recipients' welfare rights organizations
2. Organizers and Neighborhood Aides through the anti-poverty program
3. Workers in community projects dealing with education, housing employment, preventive social work, work-experience and training
4. Headstart mothers (Newark Pre-School Council, Inc.)
5. Civil rights organizations (CORE, NCUP)
6. Tenants' organizations

Orientation Sessions Phase II

Once-a-week two-hour sessions were set up at the project office for the first twenty distributors. Each participant was given a kit containing the completed chapters of the rights manuals, a fact sheet on the Project and a budget work sheet. From time to time, other materials were distributed at the sessions. These dealt with housing rights, planned parenthood, consumer cooperatives, consumer fraud, job counseling, etc. Most of these materials were sent to the office by various groups attempting to get support for their particular program.

I was assisted in the orientation program by two volunteer ADC mothers who had spent time studying the information as it came directly from the technical writers. They also handled individual client complaints at the office. Caseworkers and lawyers were brought into the sessions to deal with fair hearings, income from work incentive programs, the man-in-the house and fraud.

The first orientation program ran for a period of six weeks, ending in February 1967. Attendance varied from week to week, with those sessions falling just before "check-day" having the poorest attendance. Bad weather also had its effect, since many of the mothers did not have suitable winter clothing. The bulk of the participants stayed through to the end, missing only one or two sessions. A few dropped out after the second or third session but, as more community groups learned about the program, others came in to take their places. It is difficult to say to what degree, if any, lack of interest was a factor. Verbal comments and notations made on registration cards indicated that all of the participants were enthusiastic about learning welfare rights. Some of the reasons given by recipients for their absences: sickness in the family, clinic or hospital visits, court appearances regarding support payments, "my caseworker came to my house," "I'll be moving," "I didn't have a babysitter."

The sessions were open to the community throughout the entire program. Community Service Workers, organizers, VISTA Volunteers and graduate students of social work also attended. Several of these persons went back to the areas in which they were working and set up similar type information programs with neighborhood groups. Eventually, these groups became the distribution points in the community for the final copies of the manual.

Pre-testing the Draft Manual

By March 1st, the completed draft, im mimeographed form, was available and persons from the orientation program were ready to assist with the testing. A briefing session was held which also included members of the Advisory Committee. Fifty copies of the draft were given out, of which 25 went to persons who had some knowledge of their rights, either as leaders of recipients' organizations or as participants in the orientation program. The remaining 25 copies went to persons who had relatively little knowledge. This latter group consisted of contacts among friends or project participants, individuals who came to the project office, members of clients' organizations, tenants in public housing projects. Copies were also circulated among the professionals working with the project.

Testing results showed that the language style chosen for the manual was good and that it was an easy-to-read booklet. Some comments indicated the need for particularly during non-business hours, getting apartments that caseworkers decide are "too high," bringing the family up to standard for clothing and furniture. The section on computing budgets, although greatly simplified from the methods used at welfare offices, was still too complicated for most recipients. A completely different and more graphic method was then developed.

The pre-test period lasted one month and, by April, the corrected drafts were collected and returned to the professional writer to prepare the final booklet.

Over the next three months a considerable amount of time went into working out the final format -- color, illustrations and layout. Just as it had been extremely important to properly prepare the text, so was it equally important that the booklet be attractively designed, inviting to read and small enough to carry in one's purse or pocket. Several "dummy" copies were developed, using different sizes of captions and design. Even in this area, opinions were sought from recipients as to their preferences. A decision was made which incorporated the best of all ideas and in July 1967, 18,000 copies of the final booklet. "Your Welfare Rights" were published.

Distribution Phase III

The initial orientation program was followed with sessions of additional persons recruited in the same manner as the first group. In order to arrive at the required number of dependable distributors, a contact base of 300 persons was developed. It had been demonstrated in working with the first group that interest was no substitute for dependability. The contact list was drawn from those who attended the sessions at the project office and from groups with whom we worked in various neighborhoods.

The manuals were distributed in largest quantity to headstart mothers, the guidelines of this program being such that most of the children enrolled were from welfare families. Many of the Community Service Workers and Parent-Coordinators employed by this program lost no time in helping set up afternoon meetings of parents. A good number of these workers had attended some sessions held at the office but still wanted someone directly connected with the project to work with their groups.

Members of the Advisory Committee and leaders of recipients' organizations worked with groups holding evening meetings. Where it was possible to get support from community organizers, the information program was carried out in service centers and churches in very much the same manner as at the project office. By this time, sessions at the project office had been reduced to four, with those in the community held to two, sometimes three depending on the attendance patterns of the group. Groups varied in size from fifteen to twenty-five persons, with the exception of sessions conducted with Housing Authority employees (50), employment counselors (40) and enrollees in the Concentrated Employment Program (90).

Staff members from public and private agencies, caseworkers, school social workers, hospital employees, civil rights, civic and political organizations worked closely with the project to assist in the distribution. Using our project participants and the contacts we had made in the community, we were able to reach over 10,000 persons with booklets and information within the first two months of distribution.

While the project was aimed at residents of Newark, workers in neighboring towns and counties called for booklets and set up variations of the program for the poor in their communities. Some of these sessions were conducted with a minimum of advice from the project office; others asked for project representatives to come and meet with their groups. None of the many requests we have had, and continue to receive, could have been met without the help or persons with some training in welfare rights and entitlements.

(Suggested Introductory Statement)

People turn to welfare when they have no other way of taking care of themselves. Most of them would prefer to be working in a decent job, but they have young children, or they are too sick or too old.

Many people think that they cannot get on welfare if ~~thy~~ they have a job, or are getting Social Security, Disability or have some small income coming in on a regular basis. There are a large number of families where the mother or father does work, but the money that they bring home is not enough for the size of their families. In these cases, families can get help with food and doctor bills, winter clothing, worn out furniture and the many things that families have to have. 2,

Sometimes help is needed for only a short time, but there are many cases where it is needed for a long period of time. That is what welfare is for - to help people when they are in need . And every person in need should feel that he can get this help, not as a charity, but as a right.

Welfare does not make it easy for people to learn about their rights. It does not give out this information in a form that everyone can understand. It does not make sure that people know all of the things they can get like carfare or taxi fare to the doctor's, extra money for special diets, money for graduation and confirmation expenses, and summer camp clothing.

Welfare makes people afraid and ashamed like the mother who did not report the birth of her child, born out-of-wedlock while she was on welfare, for four years because she had been threatened by her caseworker if anything like that should happen.

Welfare forces people to live in the worst kind of housing because it sets certain limits on how much rent it will pay, in spite of the fact that there is no law that gives welfare the right to do this.

Welfare causes a lot of young people to stop going to school because they do not have the clothing they need.

Many people thought it was important for everyone who was in need, even if they were not already on welfare, to know what welfare should be doing and how it should really work. They felt that it was wrong for people not to be told about the things they could get from welfare to make their lives a little easier.

So. . . a group of lawyers, caseworkers and community organizers got together with a group of persons who were on welfare or had tried to get on welfare. They formed a committee to go after the facts, both from talking to many people and from the books that the welfare people use.

They found out that many of the things that people on welfare said happened over and over. They also found out that many of the things that welfare was doing were wrong. A lot of the things they found out, they have put into this little book. They hope you will read it carefully . . . and often

SUGGESTED STYLE #1

The Application

First, it should be understood that anyone has a right to apply for public assistance. That is not to say that anyone can get assistance but the right to apply is guaranteed by law.

The Essex County Welfare Board manages the following programs: Aid to Dependent Children (ADC), Old Age Assistance (OAA), Disability Assistance (DA), Blind Assistance (BA), Medical Assistance to the Aged (MAA).

phone #

To apply for any of the above programs a person can either call the Essex County Welfare Board to make an appointment for an interview, or go to any of the field offices to make an appointment. If you are ill and wish to apply, you may request that an Essex County Welfare Board representative visit you at home for you to sign the application.

When you have your initial interview, it is helpful to have necessary information handy such as birth certificates, record of marriage, residence (one year required for OAA and DA), verification of earnings, if employed, accurate addresses of legally responsible relatives, etc. You can actually speed up approval of your case by providing necessary information promptly.

After your application is signed, YOU SHOULD READ THE APPLICATION CAREFULLY! It is then sent to a registration desk at Central Office. Here the application is given a number by which the agency identifies your case thereafter. Then the case is sent to the field office and there assigned to the appropriate worker.

The caseworker must then visit the person who applied (at this point called the applicant) and determine by his investigation if the person should be recommended for assistance or the application denied. However, after the investigation is completed by the caseworker, he must (dictate report) his findings. The ~~Essex County Welfare Board uses dictaphones~~ for this purpose.

The records are then sent to a transcription pool where they are typed. After completion of typing, the record is then sent to the casework supervisor who reviews the record, determines whether the investigation is complete, and checks to see if all forms are properly completed. The supervisor has a number of choices at this point. He can return the case to the caseworker for further investigation, decide that the recommendation of the caseworker is (inappropriate,) or agree with the recommendation and approve the case. wrong ?

If the case is approved for a grant, theibudgeh sent to the Field Office Supervisor. Here it is reviewdd again, usually by the Assistant Field Office Supervisor. If the case is approved for grant, the budget and necessary forms are then sent to bookkeeping which, in turn, has the check produced through the IBM operation.

The initial check is usually sent to the caseworker who delivers it to the client. The caseworker, at this point, should explain exactly what the check is for and how the amount was arrived at.

The entire application process is supposed to take no more than thirty days, except for disability cases which should be processed in sixty days. If a case is not processed in thirty days, the Essex County Welfare Board should notify the person, in writing, as to why processing has been delayed.

Persons who are in need of emergency assistance are usually referred to the local public relief office called the Newark Department of Public Welfare to receive aid during the processing of the case at the Essex County Welfare Board.

SUGGESTED STYLE #2

BACKGROUND INFORMATION

The booklet, Your Welfare Rights, is being issued by the Scholarship Education and Defense Fund for Racial Equality (SEDFRE) as part of a project designed to give welfare clients in Newark a fuller and clearer understanding of their rights than they now have.

It was prepared with the cooperation of the Center of Social Welfare Policy and Law of the Columbia University School of Social Work. A group of Newark welfare clients provided, from their first hand experience, a knowledge of what was needed in the way of specific information.

The booklet will be distributed by the various welfare clients' groups in Newark.

It is SEDFRE's hope that the booklet will serve as a model of what can and should be done in other cities throughout the country.

The legal right to welfare is of limited value to many people because public and private agencies make little effort to explain what is legally available to them.

In our interviews with welfare clients in Newark, for example, we found that they didn't know how their basic monthly checks were figured; they didn't know what funds were available for special needs, although in many instances such funds were needed to premit the welfare client to seek employment; they didn't know the procedure for appealing adverse rulings of the Welfare Board, although, in a very real sense, their lives depended on it. We found also that many people eligible for welfare payments had only the vaguest idea of how to apply for them.

The Essex County Welfare Board is not alone in failing to give welfare clients adequate information about their rights. A similar condition exists throughout the United States. The attitude seems to be: "If they don't ask for it, don't give it to them."

Dr. Maury Hillson, Professor, Graduate School of Education at Rutgers University has undertaken to study the impact of this booklet on welfare clients and their ability to get the assistance to which they are legally entitled.

It is interesting to note that even before the booklet was mentioned in the July issue of the SEDFRE bi-monthly newsletter, requests for copies of it were received from welfare clients' groups, from neighborhood law service groups of the OEO, from law schools and a variety of other agencies. They came from such widely scattered places as Florida, North Carolina, South Carolina, Mississippi, Connecticut, New York, Illinois, Missouri and California.

SEDFRE began its Newark project in July 1966. For the past year, one of SEDFRE's staff members, Shirley Lacy, a former New York City social worker, has been instructing groups of welfare clients in their rights and in Welfare procedures. Although fewer than 100 people have been involved in the training program to-date, it is believed that they are using the knowledge acquired to help other welfare clients in their neighborhoods.

This is in line with SEDFRE's policy of encouraging and training leaders of the poor Negro and white in constructive action in their own behalf.

SEDFRE believes that the present welfare regulations in Newark and elsewhere are inadequate to the point that they prevent the poor from achieving self-reliance and dignity. SEDFRE believes even more strongly that one need is for programs, publicy and privately financed, that will make more job opportunities available for the millions of Americans who are now living on welfare. Another major need is for day-care centers to permit mothers to work.

SCHOLARSHIP, EDUCATION AND DEFENSE FUND FOR RACIAL EQUALITY inc.
150 NASSAU STREET, NEW YORK, N.Y. 10038
TELEPHONE 964-8210

Summary of Demonstration-Action Proposal

Welfare Rights Project

The Scholarship, Education and Defense Fund For Racial Equality proposes a one-year demonstration project to produce and make available a comprehensive body of information for the use of welfare recipients, persons eligible but not receiving public assistance, and persons working with recipients in Newark, New Jersey.

The involvement of welfare recipients and impoverished individuals will be an essential element of this project. Through the encouraged use of the information materials provided by the project, it is conceived that welfare recipients will become better informed about the welfare system, more confident to press for their rights, and more effective in meeting their needs for increases in income grants, goods and services.

The project will be evaluated at its conclusion by Professor Francis P. Purcell, Community Development Specialist, Graduate School of Education, Rutgers University, in terms of achievement of its objectives, its potential for application in other urban communities, and its usefulness as a mechanism for promoting social change.

• Welfare Rights Information Program

SEDFRE will develop and publish information guides and special category brochures for recipients and individuals in the poverty group dealing with eligibility requirements, minimum standards, budgets, special allowances and grievance procedures. Emphasis will be placed on the step by step methods to be used and followed.

SEDFRE legal staff, in cooperation with Edward Sparer, Esq., Director of the Center on Social Welfare Policy and Law, Columbia School of Social Work, will develop technical handbooks to be used by persons working in the project as distributors of the guides, community organizations, leaders of welfare recipients groups, and case workers interested in improving their client-worker relationships. The contents will deal in greater detail with the law, administrative practice and policy.

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* John P. Allison ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S.J. ■ John Henry Faulk ■ Doris Freedman ■ Dr. Edward L. Gibson ■ Norman Hill ■ Clarence B. Jones ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

SEDFRE staff will keep abreast of all administrative or procedural changes and will conduct an ongoing effort to keep holders of the guides informed. For this purpose leaflets and memoranda will be distributed as soon as such changes are announced.

Welfare Rights Orientation Program

As an extension of the information program and as a means of insuring an effective distribution of the guides, SEDFRE will establish a training program for community distributors. The areas to be dealt with will be:

1. Attitudes and approaches to welfare recipients, building their confidence in the use of the guides, literacy problems; categories of public assistance

2. Welfare - How it works; the law and administrative policy; legitimate complaints, legal services and assistance

3. Distribution procedures - establishing community contacts, geographical assignments, supplies of guides, further instructions; follow up

Operation of Program

SEDFRE will make broad contacts throughout the community with organizations working with the poverty-stricken such as CORE, the Newark Community Union Project, the Newark Legal Services Project, the Blazer Youth Council (sponsors of a work training program for 200 welfare recipients), welfare committees of Area Boards, tenants' and neighborhood associations. Ten persons, mainly welfare recipients, will be recruited to function for a period of one year as the project Advisory Committee. Fifty additional persons will be recruited to serve as distributors of the guides and brochures. To facilitate the participation of recipients and persons of low income, funds are requested for their carfare and child care expenses.

The Advisory Committee will be involved in all phases of the project and will have key responsibility for translating the project materials to the language style most familiar to them, for gaining acceptance of the project among members of the recipient group, and for providing experiences and data useful in the final evaluation of the project.

It is projected that within the first three months, recruitment of community personnel and the preparation and screening of the guides by the legal staff can be completed. Five hundred copies will be prepared in draft form.

Concurrently, the technical handbook will be developed, in mimeographed form, to be used as the basic text for the training program. Since the role of the distributor is not only to reach welfare recipients with the project materials, but to make sure that the guides are fully understood, the technical handbook is seen as the means of insuring an accurate and uniform distribution of information.

Training will begin with the selection of 20 persons who, after a three-week period in which they will have had an opportunity to become thoroughly familiar with the guides and the technical handbook and will have gained knowledge of the law and its administration, will be ready to distribute the draft guides as a means of pre-testing the contents. Resource persons will be brought into the training sessions to give further clarification. Tapes will be made of the sessions and, at the conclusion of the project, LP records will be made from the tapes and presented to cooperating community organizations.

The pre-test period will attempt to uncover problems recipients may have in either understanding the guides or in following steps recommended. In cooperation with community groups, distributors will convene meetings, distribute and explain the contents of the guides, answer questions and collect data useful for final evaluation. Pre-testing will cover a period of three months during which time the remaining thirty distributors will undergo training in the Welfare Rights Orientation Program.

At the close of the pre-test period, the guides and brochures will be prepared in final form and published in both English and Spanish. At this point all project personnel will become fully involved in contacting recipients, distributing the materials and collecting data.

Evaluation

Prior to, during and at the conclusion of the project, the Evaluations Consultant will make a careful analysis of welfare department statistics which will yield such data as changes in intake, numbers of recipients dropped, changes in allocation of funds, etc., and will render a report measuring the probability of change and the correlation between such change and the project.

Staff

The operation of the project will require one full-time staff member who will assume overall responsibility for the administration, development and operation of the project. A full-time secretary will also be needed. Additional clerical help, if needed, will be sought on a volunteer basis.

Mr. Robert Curvin, a former supervisor at the Essex County Welfare Board will volunteer his time as Community Resource Consultant. His background in urban problems makes him particularly suited for working with the Advisory Committee and the distributors. Mr. Curvin is a member of the SEDFRE board.

DRAFT COPY
(Do Not Distribute)

YOUR

WELFARE RIGHTS

IN

NEW JERSEY

A Basic Guide for Residents of Newark

Prepared By:

The Newark Welfare Rights Project
112 South Orange Avenue
Newark, New Jersey

of

The Scholarship, Education and Defense Fund for Racial Equality

in cooperation with

The Center on Social Welfare Law and Policy, Columbia University

Introduction

1) Your Personal Rights

2) Fair Hearings
    What F.H. Is
    Getting a F H

3) Money For Special Need
    Furniture, appliances, Furnishings
    Special Clothing
    " Diets
    Restaurant Meals
    Telephone
    Utility Deposits
    Training Programs
    Automobile
    Other Transp
    Homemaker + Other Services
    Day Care
    Insurance Premiums
    Burial
    Birth Control

4) Medical Care
Remedies
Doctors & Dentists
Hospitals

5) Housing
Security Deposits
Back Rent
Moving
Evictions

6) Your Budget
Personal Needs
Utilities
Rent
Total need

Your Budget Chart

7) Income
Wages
Income Which Must be Counted
Property & Insurance

8) Legally Responsible Relatives
Relatives Who Must Support You

9) Who Has A Right to County Welfare

A D C

D A

O A A

A B

10) How To Apply

Surplus Food

11) Protect Your Rights

12) Where to Get Help

Birth Control

Cost Estimates on Printing of Guides

	12 pages	24 pages	36 pages
10 M	$ 450.	$ 775.	$ 1225.
25 M	825.	1375.	2200.
50 M	1450.	2375.	3825.

This estimate includes the following;

1. Question and Answer Format
2. Typesetting
3. Make-ready
4. Paper
5. Running
6. Binding
7. N.Y.C. Delivery

XERO COPY XERO COPY XERO COPY XERO COPY

Budget

Director	$ 8000.
Secretarial	5000.
Rent & Utilities @ $75.00 per mo.	900.
Telephone @ $25.00 per mo.	300.
Mimeo, Supplies, Postage	500.
Tapes and Records	250.
Distribution ($2.00 per person/per distribution)	5200.
Child Care -Advisory Committee and distributors @ $50.00 per mo.	600.
Travel	500.
	$ 21250.
Administrative Surcharge	2125.
	$23375.
Production Costs -50,000 Guides	3825.
Total	$27200.

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WATCH YOUR STEP

You may lose your right to welfare, IF

- you try to fool ~~the~~ Welfare ~~Board.~~
- or leave the state for a long time without good reason.

Trying to fool ~~the~~ Welfare ~~Board~~

If ~~the~~ Welfare ~~Board~~ discovers you've told it anything that isn't true—or that you've held back information you should have given it—the Board will try to find out whether or not you were trying to fool it. The Welfare Board has a special investigating department for just this purpose. If the Board decides you were trying to fool it, it may bring criminal charges against you for fraud. If you're convicted of fraud, you may go to jail and you will lose your right to welfare (but if you're receiving ADC, and you're convicted of fraud, the Board can't stop providing for your children).

OUT

RIGHTS THAT FAIR HEARINGS CAN HELP PROTECT

#3

You should get a lawyer, and ask for a fair hearing, ~~(see page ---)~~, whenever you believe that ~~the~~ Welfare ~~Bord~~ has violated your rights. These are some rights that can be very important to you:

- When you apply for welfare, the Welfare Board must decide within 30 days (60 days for Disability Assistance) whether or not to give you money.
- If the Board decides you should get the money you ask for, the Board must do more than make you a promise, ~~within 30 days (60 days for DA cases)~~. By the end of that time, the Board must actually send you a check.

Covered in section on How to apply

- If the Board turns you down, it must explain to you, in writing, the reasons for its decision. The Board must do this every time it:
  - turns down your application
  - ~~turns down your request for more money or a special check~~
  - makes your check smaller
  - stops sending your checks
  - ~~sends you a voucher or a check you can't cash by yourself instead of a regular check~~
  - says you have to do something or stop doing something in order to keep getting your checks

OUT

If you need a car AUTOMOBILE to go to and from work, or to look for work ~~the~~ Welfare ~~Board will~~ CAN pay ~~you 10 cents a mile to cover~~ *all* the costs of operating your car, on a monthly basis. This money will be paid to you ~~only~~ *for the miles you drive to and from work*. You ~~will~~ are also entitled to ~~receive no~~ extra money for special expenses such as LICENSES, repairs and insurance.

Burial

~~The~~ Welfare ~~Board~~ will pay for an inexpensive burial for any one who receives welfare, or for the children of any one who receives welfare, OR HUSBAND. T~~he Board will pay burial expenses only if you check with it *before* burial arrangements are made.~~ THERE ARE A LOT OF

~~FROM THE TIME HE APPLIES~~, ~~and the parent can't work~~ ~~CAN KEEP HOUSE AND~~

CARE FOR THE CHILDREN, CAN'T WORK ~~full-time at his old job (or a similar job) for his old wages.~~

- At least one of the child's parents doesn't support him, and lives out of the child's ~~home~~.

This may mean that th (But the child and his father can *visit* each other whenever they like.) oesn't live with you, and doesn't SEND ANY OR ~~send~~ enough money to support the child or you ~~FOR WHICH CARE~~ [illegible]

Child Care

~~REASONS FOR WHICH YOU CAN GET WELFARE~~ WHICH NEEDY PERSONS HAVE A RIGHT TO COUNTY WELFARE

There are different kinds of welfare to solve different kinds of money problems. These are the kinds of COUNTY PROGRAMS ~~welfare~~, ~~and the reasons for which you can get them:~~ that ~~and~~ people who are needy and

1-R-E

temporary

~~TERMS YOU SHOULD KNOW~~

Section 3 to be Eleminated

~~[illegible]~~

Do we really need this glossary?

Legally Responsible Relatives: The law says that some of your relatives must help support you if they can. A relative who is supposed to help support you is called a *legally responsible relative.*

Income: Any money you receive is called *income*. The most common kinds of income, besides welfare, are wages and support payments from relatives. Your wages from a job, after all deductions, is called your *net income.*

Budget: A *budget* is a plan that shows how much money you'll need for each of your main expenses, and how much you'll need ~~for each~~ in all. The ~~Welfare Board~~ prepares a budget for each welfare client and uses it to decide how much money ~~it should pay~~ the client ~~every~~ will get every month.

Fair Hearing: A *fair hearing* is like a trial, in which you claim that ~~the~~ Welfare ~~Board~~ has not paid you, or has paid you too little, or has tried to make you do something no law says you have to do. An official of the New Jersey state government ~~as~~ acts as the judge. If he decides in your favor, ~~the~~ Welfare ~~Board~~ must do what he says.

Invoice: An *invoice* is a printed form that you sign *instead of paying* doctors and some stores that deal with welfare clients. The doctor or storekeeper gives the invoice to ~~the~~ Welfare ~~Board~~, and ~~the Board~~ WELFARE gives him his money.

Explain in medical section

Reimbursement: To *reimburse* someone is to pay him back for money he has spent out of his own pocket.

Estimate: If, before you buy something, you ask a store how much it will cost, the price the store tells you is called an *estimate.* ALL ESTIMATES to WELFARE MUST BE IN WRITING.

Children: If you have children under 18 years old (under 21 years old, if they're going to school), and you can't support either them or yourself, you can usually get a kind of welfare called *Assistance for Dependent Children* (ADC). See page of this booklet to find out more about ADC.

Disability Assistance: If an injury or an illness keeps you from earning a decent living, you can usually get a kind of welfare called *Disability Assistance* (DA). See page of this booklet to find out more about DA.

Old Age Assistance: If you're over 65 years old, and you don't have enough money to meet your important expenses, you can usually get a kind of welfare called *Old Age Assistance* (OAA). See page of this booklet to find out more about OAA.

S.E.D.F. — 2

Assistance for the Blind: If you can't support yourself because you're blind or nearly blind, you can usually get a kind of welfare called *Assistance for the Blind* (AB). See page of this booklet to find out more about AB.

use in introduction

Essex County Welfare Board: The *Essex County Welfare Board* is the agency in charge of welfare payments to every state welfare client in Newark.

New Jersey Department of Institutions and Agencies: This is the department of the New Jersey government in charge of welfare. The County Board must answer to this department.

General Assistance: If you need help right away, or for just a short time, or if you can't get money from the ESSEX County Welfare Board, you may be able to get welfare help from the City of Newark. The City welfare program is called *General Assistance*.

Caseworker: The caseworker is the employee of the Welfare Board who tells the Board whether or not you need the money you ask for, who tells you what the Board will and won't do, and who tells you what you should do. But the caseworker isn't always right. If a caseworker tells you that something can't be done ask him to prove it. It's best to stay on good ~~law.~~ terms with your caseworker, but his word isn't law.

Manual of Administration, Categorical ~~Circumstance~~ ASSISTANCE Budget Manual: These are the books ~~of laws~~ OF STATE RULES AND REGULATIONS that control all county welfare programs in New Jersey. Any welfare client has a right to see these books whenever he wants to.

Residency

If you leave the state for *less than 1 month*, you don't have to tell ~~the Welfare Board.~~ YOUR CASEWORKER

If you leave the state for *1 to 3 months*, you must tell ~~the Welfare Board~~ YOUR CASEWORKER before you go. If you do, your checks will be sent to your out-of-state address.

If you leave the state for *3 to 12 months*, you must prove you have a good reason, such as bad health, for staying away that long.

If you leave the state for *over 12 months*, you'll probably lose your right to welfare in New Jersey.

You may be able to make ~~the~~ Welfare ~~Board~~ keep paying you even if you spend a long time out of New Jersey, if you get a lawyer, and ask for a fair hearing either before or after you leave the state. ~~Fair hearings are explained in Section — of this booklet~~

SUS DERECHOS
DE BIENESTAR PUBLICO

Traducción al español por
Nestor Gonzalez

SEDFRE Welfare Rights Project
112 South Orange Ave.,Newark

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SUS DERECHOS DE BIENESTAR PUBLICO

SECCION I - Introducción

"La comunidad reconoce que el bienestar del individuo es esencial para el bienestar de la comunidad en general. Por lo tanto, como parte de un sistema nacional amplio de seguridad social ha creado tales servicios como: educación pública, servicio de empleo, servicios protectores, seguro social y asistencia pública".

Reglamento Bienestar Publico de N.J.
Seccion 2002, Manual de Administracion

Bienestar Público es un programa federal-estatal para ayudar la gente desempleada, que no puede trabajar, que no tiene dinero o no tiene suficiente dinero para cubrir sus necesidades de comida, renta, ropa y otros artículos necesarios para su salud y bienestar. El propósito del programa es servir familias con niños dependientes, al anciano, al enfermo, el ciego y el incapacitado.

El gobierno federal, el estado y los condados han separado dinero de fondos públicos para ayudar a las personas necesitadas residentes de New Jersey. Este dinero es pagado a traves de una junta local de bienestar público, quien debe responder al Negociado de Asistencia, División de Bienestar Público, bajo el Departamento de Instituciones y Agencias de New Jersey.

La agencia local designada por el estado para hacer los pagos de dinero y servicios disponibles a los residentes del condado que son elegibles para ayuda estatal es la Junta de Bienestar Público del condado de Essex a traves de uno de los cinco programas siguientes:

Asistencia para Ninos Dependientes (ADC)
Asistencia para Ciegos (AB)
Asistencia por Incapacidad (DA)
Asistencia para Ancianos (OAA)
Asistencia Médica para Ancianos (MAA)

La elegibilidad para todos los programas se basa en las necesidades financieras, de acuerdo con los reglamentos del Bienestar Público estatal. No todas las personas necesitadas caen dentro de los grupos arriba mencionados. Hay otro programa separado (que se llama Asistencia General, Bienestar Público de la ciudad) y esta disponible a traves del Departamento de Bienestar Público de la ciudad (DPW). Este programa opera bajo diferente sistema de regulaciones y reglamentos. Por lo tanto, personas que crean que el programa del condado no se aplica a ellas, deben ponerse en contacto con una de las organizaciones de clientes que se encuentran en la lista en la cubierta posterior de este folleto.

Personas necesitadas y elegibles para asistencia pública tienen el derecho legal de insistir que la gente que trabaja para Bienestar Público-----investigadores sociales, supervisores, directores de condado-----los provean con todos los beneficios y servicios establecidos por ley.

Esta guia ha sido preparada para el uso de todas las familias en asistencia pública, para personas necesitadas que no estan recibiendo todo lo que deben recibir y para todos los que tienen necesidad y que se les haya negado asistencia.

Como fuente de informacion se ha usado el Negociado de Asistencia Manual de Administracion y el Presupuesto Manual de Asistencia Categórica de New Jersey. Estos son los libros de reglas que todo trabajador de Bienestar Publico debe seguir. Todas las personas o clientes de Bienestar Público tienen derecho de leer estos libros en cualquier oficina de Bienestar Público. Vease "Como Aplicar" para direcciones.

SECCION II - Sus Derechos Personales

"El cliente debe dirigir sus asuntos personalmente, siempre que este física y mentalmente capacitado. Este principio se basa en el hecho de que dependencia económica no priva a una persona necesitada de sus derechos civiles ni tampoco lo releva de sus deberes normales como un miembro responsable de la comunidad".

Reglamento Bienestar Público de N. J.
Seccion 2004. 5, Manual de Administracion

Usted tiene derecho a privacidad en su casa y en su vida personal.

En su casa: Investigadores sociales no estan permitidos a entrar a la fuerza o registrar su casa.

En su vida personal: La Junta de Bienestar Público no tiene el derecho de decirle a nadie (excepto otras agencias sociales y del gobierno que mantendran la informacion confidencial):

que usted esta solicitando asistencia pública

cuanto dinero recibe usted

cualquier cosa que usted diga al trabajador social sobre usted

cualquier otra informacion que la Junta de Bienestar Público averigue sobre usted

Manteniendo cualquier informacion confidencial es para su proteccion, no la de la Junta. Si usted lo desea, usted puede autorizar a su abogado o cualquier otro representante para que vea y discuta su record y cualquier otra informacion confidencial con su investigador social.

El investigador social puede hacerle a usted muchas preguntas personales. De manera que la Junta de Bienestar Público pueda decidir si usted es elegible o no para asistencia pública, o cuanto usted debe recibir, usted debe contestar todas las preguntas.

Usted tiene el derecho de decir y hacer cualquier cosa que usted diria o haria si no recibiera asistencia pública.

Por ejemplo: Usted puede gastar su cheque de asistencia pública como usted quiera. Esto incluye teniendo su dinero en una cuenta de ahorros o de cheques.

El investigador social no puede decirle a usted como emplear su dinero. Para ayudar a decidir la cantidad de su cheque Bienestar Público puede hacerlo guardar a usted los recibos de la renta y otros gastos. Pero Bienestar Público no puede hacerle probar a usted cuanto usted gasta en otras cosas.

Bienestar Público no puede decirle a usted cuanto debe pagar por otras cosas.

El investigador no puede hacerlo devolver su cheque o parte del mismo de manera que Bienestar Público pueda gastarlo por usted.

Bienestar Público no puede ayudar a nadie a cobrar deudas suyas.

Bienestar Público no puede decirle a usted como vivir. Su vida sexual, social y la manera en que usted cria sus hijos, son asuntos privados suyos, de la misma manera que si usted no viviera de asistencia pública.

(Por supuesto, todo el mundo, reciba o no asistencia pública, se supone que cuide sus hijos. Si Bienestar Público amenaza con quitárselos, póngase en contacto inmediatamente con un abogado.)

Usted puede decir lo que usted desee, aun cuando usted hable en contra de Bienestar Público. Todo el mundo tiene el derecho de hablar.

Usted puede unirse a cualquier grupo, incluyendo el de derechos civiles y organizaciones de clientes de bienestar público.

Usted puede firmar peticiones y tomar parte en demostraciones.

Usted puede votar por quien usted quiera.

Los clientes de bienestar público tienen los mismos derechos que tiene todo el mundo.

Bienestar Público no puede darle a usted menos dinero y no puede tratarlo peor de lo que trata personas de otra raza.

Ningun empleado de la Junta de Bienestar Público tiene derecho a insultarlo o maltratarlo.

SECCION III - Vista Imparcial

Usted tiene derecho a una vista imparcial:

Si Bienestar Público no le paga cuando debe

O le paga menos de lo que debe

O le rechaza su solicitud

O tarda mas de 30 dias (60 dias en DA) en procesar su aplicacion enviándole un cheque. Si le rechazan su aplicacion la Junta debe explicarle el por que.

O retiene su cheque

O suspende o cierra su caso mientras usted lo necesita

O le pide a usted que actue en una forma u otra para que siga recibiendo sus cheques

O se niega a darle dinero extra que usted haya solicitado para artículos que usted necesite

O viole sus derechos en cualquier otra forma

QUE ES UNA VISTA IMPARCIAL

Una vista es como un juicio donde usted alega que Bienestar Público ha actuado injusta o ilegalmente. El juez es un oficial del Departamento de Instituciones y Agencias de N. J., el Departamento de Estado a cargo de Asistencia Pública. El oye su queja y las razones que usted tiene para ella. Luego al Bienestar Público y si el decide que el Bienestar Público esta en un error, el ordenara a Bienestar Público que le pague o le pague mas u ordena el prodecimiento a seguir.

Por razon de que usted haya solicitado una vista, el Bienestar Público no puede pagarle menos ni suspenderle los pagos. El investigador podra resentirse si el cree que usted es un busca pleitos pero por esta razon el no tiene derecho a interferir con sus pagos de bienestar público.

AYUDA DE ORGANIZACIONES DE CLIENTES Y ABOGADOS

Una organizacion de clientes (vea cubierta posterior) puede ayudar a mediar con el Bienestar Público. Muchos miembros han sido entrenados en las reglas de bienestar público. Usted tiene el derecho de solicitar su ayuda en negociaciones con la Junta, asi como en las vistas.

Personas con abogados ganan casos mas amenudo que personas sin asistencia de abogados. Un abogado no le cuesta nada. Llame al Proyecto de Servicio Legal de Newark y pida ayuda legal gratis. El telefono es 623-6877.

Si los abogados pueden probar que se le nego ayuda cuando usted la necesitaba y era elegible, ellos pueden conseguirle pagos retroactivos. Si el caso ha sido cerrado durante el tiempo que usted solicita una vista, a veces los abogados pueden conseguir que lo repongan en asistencia pública hasta el momento en que una decision ha sido puesta en efecto.

CONSIGUIENDO UNA VISTA IMPARCIAL

Si usted desea, usted puede solicitar una vista en persona o por teléfono. Pero es preferible solicitarla por escrito, reteniendo una copia fechada de su carta.

Envie su carta o póngase en contacto con:

Director, Division de Bienestar Público
Departamento de Instituciones y Agencias

Cuando usted solicite una vista: Dígales el por que usted desea una vista. Este seguro que usted usa la palabra vista. Esto le hara saber al Estado que usted habla en serio. La fecha de la vista debe ser dentro de 30 dias a partir de la fecha de su peticion.

COSAS QUE DEBE RECORDAR SOBRE VISTAS IMPARCIALES

Bienestar Público puede tratar de conseguir informacion de usted. No conteste preguntas que tengan que ver con la vista a menos que su abogado este con usted.

Por lo menos 7 dias antes de la vista, el Estado debe enviarle a usted una nota escrita notificándole la fecha, hora y sitio donde se va a celebrar la vista.

La vista debera celebrarse en una fecha conveniente para usted.

Si la vista se celebra lejos de su casa, el Estado debera facilitarle la transportacion.

Usted tiene el derecho de traer un abogado o cualquiera otra persona para ayudarlo en la vista. Usted puede llamar testigos. Usted puede hacerle preguntas a los empleados de Bienestar Público.

La vista es completamente privada y confidencial. Usted tiene el derecho de ver cualquier evidencia en contra suya.

Si usted no puede presentarse a la vista, notifíquelo a la Junta y solicite otra vista. El Estado debe concederle una.

El Estado debe decidir su caso dentro de los 20 dias a partir de la fecha de la vista.

La decision del Estado debe cubrir todos los puntos que usted haya presentado.

Si la decision es en contra suya, usted puede pedirle al abogado que lidie la decision en corte.

SECCION IV - Dinero para Necesidades Especiales

Todo el que recibe asistencia pública esta acogido a un presupuesto. Este presupuesto demuestra cuanto dinero el Bienestar Público cree usted necesita mensualmente para el costo de vida. Parte del dinero que usted gane se lo deducen de su presupuesto. la cantidad restante sera la cantidad de su cheque mensual.

Si usted es elegible, usted tiene derecho legal de conseguir dinero extra para cubrir necesidades que no estan cubiertas en su presupuesto básico. Bienestar Público debe darle este dinero. Bienestar Público tambien puede darle dinero para necesidades especiales que no estan cubiertas por la ley pero que son necesarias para la salud y el bienestar de su familia.

El dinero extra puede ser incluido en su cheque mensual o se lo pueden dar en un cheque separado.

Es asunto suyo hacerle saber al investigador cuales son sus necesidades especiales. Es un deber del investigador ver que usted consiga lo que usted realmente necesita.

Haga su peticion al investigador por escrito. Guarde una copia fechada para sus records. Si usted necesita algun artículo especial o servicio inmediatamente, o si su investigador se toma mas de dos o tres semanas en darle el dinero, póngase en contacto con una organizacion de clientes.

A continuacion una lista de los pagos especiales que Bienestar Público debe dar a usted si usted los necesita:

Muebles, Equipos Eléctricos

Bienestar Público puede y debe darle a usted dinero extra para comprar o reparar los siguientes enseres necesarios para la casa:

muebles (cama, sofa, juego de cocina, etc.)
efectos eléctricos (refrigerador, estufa, etc.)
sábanas, cortinas, etc.

Si usted necesita dinero para estos artículos el investigador probablemente le pedira que consiga dos estimados del costo. Esto quiere decir que usted debe tener dos tiendas de muebles usados o de precios bajos que le den un estimado de lo que ellos cobraran por los artículos que usted desea. Bienestar Público solamente le dara el dinero para comprar el articulo en la tienda mas barata pero usted puede usar el dinero en cualquier tienda que usted escoja.

Si uno de estos artículos se gasta Bienestar Público debe darle dinero para repararlo o para comprar otro. Bienestar Público no le dara dinero para comprar efectos eléctricos nuevos si el viejo puede ser reparado.

Si aun usted esta pagando efectos eléctricos o muebles cuando usted se hace cliente de bienestar público, Bienestar Público puede pagarle lo que usted adeuda. Bienestar Público le saldara la deuda si usted debe menos de lo que costaria reponer el mueble o efecto electrico.

ROPA ESPECIAL

Usted puede conseguir dinero extra para ropa si:

Su ropa es destruida por fuego u otro accidente.

Usted necesita ropa especial para ingresar a un hospital o escuela.

Su niño necesita ropa para su confirmacion o su graduacion.

Su niño necesita ropa para campamento de verano.

Usted necesita ropa especial, como zapatos ortopédicos por razones médicas.

Usted necesita ropa para uso inmediato y usted no ha estado recibiendo asistencia pública suficiente tiempo para haber ahorrado para ella.

DIETAS ESPECIALES

Bienestar Público debe pagar por cualquier clase de dieta especial que usted necesite. El dinero extra se le añadira a su cheque mensual. Usted puede recibir dinero extra para pagar por una dieta especial si:

Usted esta embarazada o es una madre en lactancia.

Usted o uno de sus niños sufre de sobrepeso, bajo peso, diabetes, úlceras, anemia, tuberculosis, presion alta o cualquier otra enfermedad para la cual el doctor prescriba alimentos especiales.

Usted debe conseguir una nota escrita del doctor certificando que usted necesita una dieta especial para que Bienestar Público le de dinero para la dieta. Si usted desea seguir recibiendo dinero para la dieta usted debe conseguir una nota escrita del doctor por lo menos una vez al año.

El siguiente plan demuestra cuanto dinero usted puede recibir mensualmente para algunas dietas especiales.

Tipo de Dieta	Cantidad

Vitamina, Caloria, Proteina (Malnutricion, Tuberculosis, Anemia	$10.30
Baja en grasa, alta en proteina	9.20
Baja en sal	5.50
Madre lactando	11.00

COMIDAS DE RESTAURANTE

Si usted no puede preparar comidas en la casa o no puede tener comida en reserva usted tiene derecho a recibir dinero extra en su presupuesto para una, dos o tres comidas en restaurante. Esto incluye condiciones físicas o mentales que le impidan preparar sus alimentos; o que no tenga facilidades para cocinar; o que el servicio de gas y luz haya sido cortado. Verifique con la organizacion de clientes si usted cree que debe recibir dinero por estas razones. Si usted esta recibiendo una mesada para restaurante, la organizacion de clientes le informara si usted esta recibiendo la cantidad adecuada.

TELÉFONO

Bienestar Publico le dara dinero extra para teléfono si:

Usted necesita teléfono para la proteccion y salud de usted o su familia.

Usted trabaja y necesita teléfono en la casa para su trabajo.

En uno y otro caso, Bienestar Público debe pagarle su depósito, asi como $4.24 mensualmente. Cualquier otro cliente de bienestar público puede tener teléfono pero no recibira dinero extra de Bienestar Público para el mismo.

DEPÓSITO DE UTILIDADES

Si usted no tiene el depósito para abrir las utilidades, Bienestar Público debe pagarle el mismo con el Servicio Público. Servicio Público le dara a usted una forma que demuestra el depósito que usted debe pagar. De esta forma al investigador social. Bienestar Público debe darle un cheque por la cantidad requerida para el depósito.

TRANSPORTACION

Usted puede recibir dinero para transportacion mínima esencial para:

Escuela o un programa de entrenamiento

Iglesia

Ir de compras

Visitar algun familiar en un hospital o institucion

Clínicas, hospital, doctor

Viaje a centro de recreacion, escuela de cuidar ninos o un círculo de jovenes o ancianos

QUE MAS PUEDE OFRECERLE BIENESTAR PÚBLICO

Hay otros pagos especiales que usted puede recibir, siempre y cuando Bienestar Público acuerde con usted que son necesarios para su salud y bienestar. Hay muchos mas que usted puede conseguir si usted los necesita y los reclama. Si Bienestar Público no esta de acuerdo con usted y usted siente que es importante que usted reciba este dinero extra, defiéndase. Si no consigue resultados, aun yendo donde el director, solicite una vista.

PROGRAMAS DE ENTRENAMIENTO

En general, Bienestar Público puede pagarle los gastos relacionados con cursos que le ayuden a conseguir un empleo.

Si usted coge un curso vocacional con la ciudad, el condado o el estado, quienes luego le buscaran empleo, Bienestar Público debe pagarle su transportacion y el costo de cuido de niños.

Bienestar Público pagara a usted por cursos vocacionales que usted desee tomar y que son difíciles de coger en las escuelas públicas como curso de embellecimiento y soldadura.

Bienestar Público le pagara por cursos de técnico de laboratorio o enfermeria siempre que los mismos le den entrenamiento práctico para trabajar.

Si usted tiene que coger cursos de colegio para conseguir cierto trabajo, Bienestar Público pagara por ellos tambien.

AUTOMOBIL

Si por enfermedad o incapacidad física usted no puede usar transportacion pública y usted necesita un automóbil para viajar a su trabajo, Bienestar Público puede pagarle una mensualidad para el costo de operacion de su automóvil. Este dinero se le pagara de acuerdo con el millaje. Usted tambien tiene derecho a dinero extra para licencia, seguro y reparaciones de su automóvil.

SERVICIO DOMÉSTICO Y OTROS SERVICIOS

Si usted esta lesionado o enfermo temporalmente y no puede hacer sus compras y no puede atender su hogar, Bienestar Público pagara a alguna persona que le haga estas cosas si usted no tiene un familiar o amigo que se las puede hacer.

ESCUELA PARA CUIDAR NIÑOS

Si usted esta en un programa de entrenamiento y tiene que dejarle su niño a un vecino o necesita dejarlo en una escuela de cuidar niños, Bienestar Público le puede dar dinero para pagar una niñera o para la escuela de cuidar niños. Usted puede recibir dinero tambien si por muerte en la familia, una condicion seria de los nervios o problemas de salud, usted tiene que dar a cuidar al niño por parte del dia. Para informacion relacionada con los gastos de niñera en coneccion con un trabajo, véase en la página 29 la seccion "Ingreso".

PRIMAS DE SEGUROS

Si usted tiene una póliza de seguro de no mas de $300.00 ($500.00 si usted recibe asistencia de ciego) hay una asignacion especial para pagar los costos de seguro para cada miembro de la familia de 18 anos de edad en adelante. Vea pagina 31 para mas informacion sobre seguros.

ENTIERRO

La Junta pagara por entierro poco costoso para usted y sus niños. Tambien se le reembolsara por los gastos de entierro de su esposo (o esposa) aunque ellos no reciban asistencia pública. Si Bienestar Público se niega a pagar o no le paga suficiente dinero por estos gastos, usted o alguien de su familia debe ponerse en contacto con la organizacion de clientes.

SECCION V - Atencion Médica

Como cliente de bienestar público usted debe recibir toda la atencion médica y todos los efectos médicos que usted necesite sin pagar nada. La ley establece que Bienestar Público debe pagar:

Cuenta médica
Cuenta del dentista
Hospitalizacion
Medicinas
Dietas especiales
Lentes y ropas especiales

Vacunacion e inyecciones
Cuidado de enfermeria

Pero Bienestar Público tiene sus reglas sobre atencion médica. Si usted no sigue las reglas usted terminara pagando sus cuentas. Conque, tenga cuidado.

RECUERDE

Bienestar Público no pagara por ningun servicio médico que usted pueda recibir gratis.

Muchos doctores y dentistas que tratan clientes de bienestar público, y la mayor parte de las tiendas que venden medicinas, lentes y ropa especial a los clientes de bienestar público tienen facturas especiales. Estas facturas son formas impresas que usted debe firmar cuando recibe tratamiento o recibe sus efectos. El doctor le envia su factura a Bienestar Público y Bienestar Público le pagara a el directamente. Esta es la forma en que Bienestar Público le pagara a la mayor parte de los doctores. Si usted le paga al doctor o al farmacéutico, usted no recibira reembolso de este dinero.

DOCTORES Y DENTISTAS

Usted puede ir a cualquier doctor o dentista que tenga su licencia y que este dispuesto a aceptar los precios que paga Bienestar Público. La organizacion de clientes lo suplira con una lista de médicos y dentistas que trataran clientes de Bienestar Público. Vea cubierta posterior.

HOSPITALES

En una emergencia usted puede usar cualquier hospital que este dispuesto a aceptarlo a usted. De lo contrario, usted debe usar un hospital de la ciudad, el estado o el condado.

Los clientes y sus familiares que pertenecen al ADC y necesitan hospitalizacion deben usar el hospital de la ciudad de Newark amenos que ellos tengan un seguro que pague la hospitalizacion en otro hospital.

Algunos hospitales y clínicas lo atenderan gratis si usted presenta el talonario del cheque de bienestar público. Estos hospitales y clinicas son:

Hospital de la Ciudad de Newark
Overbrook
Soho
Clínicas de precios bajos como la clínica dental en el Presbiteriano
Todos los hospitales del estado
El Departamento de Rehabilitacion de New Jersey en Newark y Princeton

Si usted es mayor de 65 anos y no esta cubierto por Medicare, y tiene suficiente dinero para cubrir sus gastos básicos pero no sus gastos médicos, Bienestar Público de su condado podra hacerse cargo de estos gastos. Esto se ha hecho bajo el programa de Asistencia Médica para Ancianos. Pregunte a una asociacion de clientes sobre esto.

Si usted recibe Asistencia para Ancianos, Bienestar Público se encargara de que usted este cubierto para hospitalizacion bajo un contrato especial con la Cruz Azul que no le costara nada. Si usted no esta en el programa de Asistencia para Ancianos pero esta en otra clase de beneficencia pública y ya tiene Cruz Azul, usted podra conseguir dinero para pagar por estos programas de salud. Bienestar Publico no le pagara por ellos si usted puede conseguir los mismos beneficios gratis.

CONTROL DE NATALIDAD

Si usted no desea tener mas hijos de momento y usted necesita píldoras o un diafragma, o solamente orientacion, llame al Plan de Maternidad en el número 15 de la calle William en Newark, Telefono 642-0604. No se le cargara nada.

SECCION VI - Alojamiento

Bienestar Público le dara el dinero para pagar su depósito de fianza mientras:

Usted no pueda rentar una casa en el mismo vecindario sin pagar un depósito.

El depósito no es mas de un mes de renta.

El arrendador prometa por escrito devolver en efectivo o en renta el depósito cuando usted se mude, siempre y cuando usted no dañe la casa o viole el convenio rental.

Cuando usted encuentre un apartamiento que satisfaga estas condiciones, hable con su investigador.

Bienestar Público puede pagarle tambien depósitos por

RENTA ATRASADA

Si usted tiene renta atrasada cuando usted se convierte en un cliente de bienestar público, ellos le pagaran la misma. La Junta de Bienestar Público no paga mas de 3 meses de renta atrasada.

MUDANZAS

Bienestar Público debe pagarle los gastos de mudanza. Antes de hacerlo, el investigador probablemente le pedira tres estimados. Esto quiere decir que usted debe conseguir que tres companias de mudanzas le den por escrito el precio que ellos cargaran por la mudanza. Bienestar Público le dara un cheque por el precio de la mudanza y usted tendra que pagarle al movedor.

Bienestar Público no le dara el cheque hasta que usted se haya mudado. Por lo tanto, es importante conseguir un movedor que no tenga inconveniente en esperar que se le pague.

Si Bienestar Público no le paga los gastos completos de la mudanza, pida una vista inmediatamente.

EVICCIONES

Si usted va a ser desahuciado de una casa privada o vivienda pública, llame inmediatamente a su investigador social. (Y consiga un abogado. Llame a uno de los números que aparecen en la cubierta posterior para que averigue sobre ayuda legal gratis.)

Si usted es un cliente nuevo de Bienestar Público, Bienestar Público le pagara al arrendador suficiente para evitar que lo desahucien.

Si Bienestar Público no le ha estado dando suficiente dinero para la renta, ellos estan supuestos a darle a usted el dinero extra que usted debe haber recibido desde el primer momento.

Si usted es desahuciado Bienestar Público puede pagarle el almacenamiento de sus muebles, ropa y efectos eléctricos. Bienestar Público no pagara almacenamiento si usted puede conseguir cosas nuevas por menos dinero que lo que le costaria el almacenamiento mientras usted encuentra un sitio donde vivir.

SECCION VII - Como Preparar un Presupuesto

"El principio de asistencia de dinero en asistencia pública se basa en el concepto de proporcionar cada persona necesitada la oportunidad razonable mas amplia de planear para si mismo, a decidir cual de su pago de asistencia le sirve de utilidad para sus mejores intereses y a hacer sus compras atraves de los canales normales de cambio, disfrutando los mismos derechos y desempeñando las mismas responsabilidades como lo hacen otros miembros de la comunidad".

Reglamento Bienestar Público de N. J.
Seccion 2501, Manual de Administracion

Esta parte del folleto le explicara a usted como calcular su presupuesto. Usted encontrara una hoja de presupuesto en la pagina 34. Llene las cifras segun vaya leyendo esta seccion. El presupuesto le dira la cantidad de dinero a que usted tiene derecho, no cuanto usted debe gastar. Vea "Sus Derechos Personales".

Figurando su propio presupuesto es una buena forma de revisar la aritmética del investigador. El investigador, como todo el mundo, a veces comete errores. Si usted cree que el investigador ha cometido un error, llame una de las organizaciones en la lista de la cubierta posterior.

Miembros allegados de su familia y personas que no estan relacionadas con usted pueden vivir en su casa aunque no vivan de asistencia pública. Su entrada (excepto dinero que ellos le den directamente a usted) no se toma en cuenta cuando se figura su cheque. Como Bienestar Público calcula que esta gente esta pagando su porcion de renta y utilidades y que el costo de comida para cada uno disminuye, se usan diferentes presupuestos para estas familias. Estas figuras no se han incluído en esta guia. Usted puede conseguirlas de una organizacion de clientes.

Si hay personas viviendo en su casa que no viven de asistencia pública pero son pupilos o inquilinos en vez de ser miembros de la familia, otros reglamentos se aplican en estos casos. Usted debe ponerse en contacto con una organizacion de clientes para figurar su presupuesto.

Para poder figurar su presupuesto primero usted debe decidir cuanto dinero Bienestar Público esta supuesto a darle todos los meses para cada uno de sus gastos de vida principales.

Bienestar Público dice que sus tres gastos principales de vida son:

Necesidades personales: Comida, ropa, tintoreria, lavanderia, artículos personales como jabon, pasta dentrífica, etc.

Utilidades: Gas, electricidad, agua caliente, calefaccion

NECESIDADES PERSONALES

Primero, calcule cuanto dinero Bienestar Público esta supuesto a darle para necesidades personales. El plano que sigue esta página le ensenara cuanto dinero usted puede recibir para sus necesidades personales. Antes de usar este plano, conteste estas preguntas:

1) Cuantas personas, adultos y niños se incluiran en el cheque?

2) Que edad tiene el nino mayor que se incluira en el cheque?

(Si hay dos adultos en su cheque de asistencia pública, o si vive otra persona en su casa que no recibe asistencia pública, este plano no le ayudara. En tales casos, llame una de las organizaciones en la cubierta posterior de este folleto.)

PLANO #1

NECESIDADES PERSONALES

(Comida, Ropa y Artículos Personales Solamente)

Numero de Personas en el cheque		Edad de Hijo Mayor	Cantidad Mensual Para la Familia
1	Adulto		56.00
2	edad	0-5	82.40
	hijo	6-12	95.20
	mayor	13-21	110.00
3	edad	0-5	108.90
	hijo	6-12	133.70
	mayor	13-21	162.50
4	edad	0-5	134.00
	hijo	6-12	158.00
	mayor	13-21	183.90
5	edad	0-5	157.30
	hijo	6-12	192.10
	mayor	13-21	230.70
6	edad	0-5	178.80
	hijo	6-12	212.40
	mayor	13-21	249.60

Forma de usar el plano:

Busque en la columna izquierda hasta que usted encuentre el número de personas en su cheque.

Busque en la columna a la derecha la edad de su hijo mayor.

Busque a la derecha de la edad de su hijo mayor y usted encontrara la cantidad de dinero que Bienestar Público esta supuesto a darle a su familia mensualmente para necesidades personales. Esto no incluye renta, utilidades o asignacion extra.

Por ejemplo: Suponga que usted tiene 3 niños de 5, 7 y 10 años de edad.

El número de personas en su cheque es 4.

La edad de su hijo mayor es 10 años.

Busque la linea que dice asi:

---

4 hijo mayor 6-12 $158.00

Bienestar Público le dara $158.00 mensuales para las necesidades personales de su familia.

(Si hay mas de 6 personas en su familia, busque la cantidad para una familia de 6 cuyo hijo mayor tiene la misma edad del suyo. A esa cantidad, auméntele $25.70 por cada niño extra en su familia. Si hay 7 personas en su familia, aumente $25.70; si hay 8 en su familia, aumente $51.40, etc.)

UTILIDADES

Ahora, figure cuanto dinero Bienestar Público le dara para utilidades. (Si usted vive en vivienda pública pase por alto esta seccion). Utilidades son:

Calefaccion
Agua Caliente
Gas
Electricidad

Si el dinero de su renta no cubre ninguna de estas cosas, use el plano #2.

(Si en su casa vive alguien que no recibe asistencia pública este plano no le ayudara. Para determinar la cantidad de dinero que usted debe recibir para utilidades, llame una de las organizaciones en la lista de la cubierta posterior de este folleto.)

PLANO #2

Numero de Personas en su Cheque	Calefaccion, Agua Caliente Gas, Electricidad
1	$18.50
2	$22.60
3	$25.00
4	$26.00
5	$27.00
6	$28.80
7	$30.00

Si hay mas de 7 personas en su cheque, usted recibe $30.00, la cantidad para 7 personas, mas $4.30 por cada persona extra. (Por ejemplo: Alguien con una familia de 9 recibira $30.00 mas $4.30 mas $4.30 o $38.60).

Si su renta cubre calefaccion y agua caliente, Bienestar Público le dara dinero solamente para gas y electricidad. El plano le enseñara cuanto usted debe añadir para estas cosas.

Si este plano se aplica a usted, anote la cantidad para utilidades en su hoja de presupuesto.

PLANO #3

Numero de Personas en su Cheque	Gas y Electricidad Solamente
1	$ 7.50
2	$ 7.80
3	$ 8.50
4	$ 8.70
5	$ 9.50
6	$ 9.80
7	$10.00

Si hay mas de 7 personas en su cheque usted debe recibir $10.00 (la cantidad para 7 personas) mas $1.50 por cada persona extra. Por ejemplo: Alguien con una familia de 9 debe recibir $10.00 mas $1.50 mas $1.50 o $13.00.

Si este plano se aplica a usted, anote la cantidad para utilidades en su hoja de presupuesto.

RENTA

Bienestar Público debe darle a usted toda su renta mensualmente. (Si en su casa vive alguien que no vive de asistencia pública se espera que esta persona pague su porcion de renta. Para mas informacion sobre esto, llame a una de las organizaciones en la lista en la cubierta posterior de este folleto.)

Importante: Bienestar Público desea que usted viva en la casa mas barata y decente que usted consiga. Pero Bienestar Público figura que todas las rentas son iguales. Se olvida que en su area, alojamiento puede costar mas que en otras partes de la ciudad.

Recuerde: no hay ley que le impida a usted pagar tanta renta como usted crea que debe pagar.

Si usted cree que ha conseguido una casa conveniente para vivir y suficientemente grande para su familia a una renta razonable y su investigador le dice que la renta es muy alta, no retroceda.

Si usted y el investigador no pueden solucionar el problema, pida inmediatamente una vista. (Vistas públicas se explican en la Seccion III de este folleto).

NECESIDADES TOTALES

Sume las cantidades que Bienestar Público se supone que le de para necesidades personales, utilidades y renta. Añada cualquier concesion especial que usted reciba mensualmente, tales como el teléfono y cuidado del nino. La respuesta sera lo que Bienestar Público llama sus "necesidades totales".

Se supone que su investigador social este seguro que usted reciba dinero suficiente para pagar sus "necesidades totales" todos los meses. Pero esto no quiere decir que usted recibira la cantidad completa de Bienestar Público. Cualquier otra entrada que usted tenga como jornales, pagos de mantenimiento, Seguro Social, pupilos, etc., sera considerada.

SECCION VIII - Ingreso

Si la única entrada que usted tiene todos los meses es el cheque de Bienestar Público, su cheque sera por lo menos tan grande como sus necesidades totales.

Si usted tiene otro ingreso ademas de su cheque (esto es, si usted recibe dinero de otras fuentes ademas de Bienestar Público), parte de ese dinero se le descontara de su cheque.

Por lo general hay dos clases de ingreso:

Jornales

Pagos de mantenimiento de esposos y otros familiares.

Despues que usted reste todas sus deducciones de su jornal mensual, cualquier dinero que le quede se le quitara de su cheque de Bienestar Público todos los meses. Estas deducciones son:

Impuestos

Los primeros $40.00 despues de impuestos

La cantidad que le cuesta su trabajo para transportacion, uniformes y niñeras, cuotas de union y herramientas.

SALARIOS

Esta es la forma en que usted figura cuanto se le descontara de su salario todos los meses de su cheque de Bienestar Público.

Encuentre su salario semanal, despues de habérsele descontado cuotas de union y otros pagos. Generalmente este es el pago que usted trae a la casa.

Ahora encuentre el promedio de su salario mensual. Para hacer esto, multiplique su salario semanal por 4 1/3.

a) Multiplique su salario semanal por 4.

b) Divida su salario semanal por 3.

c) Sume las contestaciones de a y b. La respuesta es su salario mensual.

He aqui un ejemplo:

Suponga que usted trae a la casa semanalmente un promedio de $60.00.

a) Usted multiplica $60 por 4

$$\begin{array}{r} \$60 \\ \underline{x4} \\ \$240 \end{array}$$

b) Usted divide $60 por 3

$$\begin{array}{r} \$20 \\ 3\overline{)\$60} \end{array}$$

c) Usted suma las contestaciones de a y b

$$\begin{array}{r} \$240 \\ \underline{+20} \\ \$260 \end{array}$$

No todo el dinero que usted se gana se le resta de su cheque de Bienestar Público. Los primeros $40.00 de su salario mensual no se le substrae. Tampoco cualquier dinero que usted pague mensualmente para:

transportacion a su trabajo.

uniformes que usted necesite para trabajar (esto incluye costos de limpieza y reemplazo).

Niñeras que usted necesite para cuidar sus hijos mientras usted trabaja.

Herramientas.

Cuotas de Union.

(Si usted ha figurado los gastos por semana, multiplique el gasto de cada semana por 4 1/3 para determinar cuanto le cuesta por el mes).

Por ejemplo: Suponga que su salario mensual es de $260

Reste los primeros $40 de esos $260 $260
Eso le deja $220 =40
$220

Suponga que usted paga mensualmente $60 por transportacion, uniformes y nineras. Ahora, usted resta $60 de $220

$220
=60
$160

$160 es todo lo que se le quitara de su cheque de Bienestar Publico.

INGRESO QUE USTED PUEDE RETENER

Si usted trabaja o se esta entrenando en algun programa, usted puede retener mas del dinero que usted gana. Algunos de estos programas son:

Cuerpo de Juventud del Vecindario
Cuerpo de Empleo
Programas de Estudio de Trabajo
Programas de Entrenamiento para Trabajos
Programas de Acciones de la Comunidad
Programas de Entrenamiento de Potencial Humano (MDTA)
Algunos programas educacionales como el Concilio Pre-Escolar

Pregunte a su supervisor sobre esto y llame una de las organizaciones en la cubierta posterior de este folleto para que este seguro que usted esta reteniendo todo el dinero a que usted tiene derecho.

Usted puede separar dinero para la educacion de su hijo. Si el niño hereda dinero, ese dinero tambien puede ponerse aparte para su educacion. Consulte un abogado/para averiguar mas sobre esto. (Vea cubierta posterior).

Si usted tiene un hijo o hija menores de 14 años que gana dinero en una ruta de periódicos o cuidando niños, este dinero no se contara como ingreso y no se le descontara de su cheque.

Si en dias festivos o cumpleaños usted o sus niños reciben regalos de poca cantidad o valor, estos no se contaran.

Si usted posee un automóvil y lo necesita para ir a su trabajo o con algun propósito importante, usted no tiene que venderlo. Aun cuando usted no lo use para trabajar y el valor es de menos de $300, usted no tiene que venderlo.

Si usted posee una propiedad de valor, usted no tiene que venderla si no consigue un precio razonable.

Si usted esta esperando dinero por una reclamacion como compensacion de obreros, beneficios de veterano, seguro o un pleito, tan pronto usted reciba este dinero, usted tendra que reembolsar a Bienestar Público todo o todo lo mas que pueda del dinero que la Junta le haya dado dado para ese tiempo.

Un abogado puede ayudarlo a retener el dinero que usted reciba de una reclamacion sin tener que reembolsar a Bienestar Público. Si usted recibe dinero de una reclamacion, consulte un abogado inmediatamente. Llame a uno de los numeros en la cubierta posterior de este folleto y pregunte sobre ayuda legal gratis.

PROPIEDAD Y SEGURO

Si usted posee terreno, acciones, bonos o intereses en algun negocio lucrativo o cualquier otra propiedad de valor, usualmente Bienestar Público hace que usted venda antes de usted recibir dinero de Bienestar Público.

Si usted posee una póliza de seguro que tenga un valor de mas de $500, Bienestar Público puede hacerlo que la rebaje a $300. Pero Bienestar Público no puede hacerle vender todo lo que usted posea.

Si la casa en que usted vive es de su propiedad y usted no tiene que pagar mucho dinero para sostenerla, usted no tiene que venderla.

SECCION IX - Pagos de Mantenimiento

FAMILIARES QUE DEBEN MANTENERLO A USTED

La ley dice que algunos familiares, si pueden, deben mantenerlo o ayudar a mantenerlo a usted. Estos familiares son:

Si usted recibe asistencia para ninos dependientes: sus abuelos, sus padres, su esposo o esposa, sus hijos, sus nietos.

Si usted recibe asistencia para ancianos: su esposo o esposa, sus hijos.

Si usted recibe asistencia por incapacidad: sus padres, su esposo o esposa, sus hijos.

Si usted recibe asistencia para ciegos; sus abuelos, sus padres, su esposa o esposo, sus hijos.

Si Bienestar Público cree que uno de estos familiares gana suficiente dinero para ayudar a mantenerlo a usted, se espera que ese familiar pague parte de sus gastos mensuales.

Pero Bienestar Público no puede ordenarle a ese familiar que pague. Solamente la corte puede hacerlo. Usted puede pedirle a la corte que le ordene a el que pague o usted puede dejar que Bienestar Público lo haga por usted.

La Junta no puede pedirle a la corte que ordene a un familiar que lo ayude a usted (o pedirle a usted que someta una querella por mantenimiento) si el ingreso del familiar es menor de lo que estipula la ley.

Si el familiar no vive con usted y no gana mas de las cantidades indicadas a continuacion, el no tiene que darle nada.

PLANO #4

Numero de Personas en su Familia	Ingreso Bruto Mensual del Familiar
1	$360
2	480
3	610
4	700
5	840
6	920

Si su familiar cree que esta pagando demasiado, el debe consultar un abogado.

COMO AFECTAN SU CHEQUE LOS PAGOS DE MANTENIMIENTO

Haga que su familiar le de el dinero para su mantenimiento a la Junta de Bienestar Público. (amenos que usted este en buenas relaciones con el y confie en el y prefiera que el le haga los pagos directamente a usted.)

Si el familiar hace el pago mensualmente a la Junta de Bienestar Público en vez de pagarle a usted, Bienestar Público debe darle el cheque completo sin sacarle el pago de el. Esto es importante. Quiere decir, que si el familiar cesa de pagarle, usted siempre recibira el cheque completo y a tiempo.

Si la corte le ordena a su familiar que le pague mensualmente, Bienestar Público deducira esta cantidad de su cheque.

Pero si el no paga Bienestar Público debe darle el dinero extra.

Este seguro de decirle a su investigador social que su familiar no le ha pagado el dinero y este seguro que la Junta le da el dinero extra.

QUE PASA CUANDO UN PADRASTRO O UN HOMBRE QUE NO ESTA CASADO CON USTED VIVE EN SU CASA

La mera presencia de ese hombre en la casa no hace a nadie inelegible para asistencia pública. En el presente, Bienestar Público contara el hombre como parte de la familia. Aunque el no sea un familiar legalmente responsable de todas las personas en la casa, como hijos que no son de el, Bienestar Público anadira sus necesidades e ingreso.

SU PRESUPUESTO

De los Planos de Muestras de Presupuesto en la Seccion VII encuentre el suyo:

Necesidades Personales (Plano #1................__________

Agregue Utilidades (Plano 2 o 3)................__________

Entonces añada:

Renta...__________

Telefono..__________

Dieta Especial..................................__________

Otras Necesidades Especiales....................__________

TOTAL NECESIDADES __________

Reste:

Ingreso por Salarios........................__________

Pagos de Mantenimiento......................

Otros Ingresos..............................__________

SU CHEQUE DE PRESUPUESTO __________

SECCION X - Quien Tiene Derecho a Asistencia Pública del Condado

Hay diferentes clases de asistencia pública para resolver distintas clases de problemas de dinero. Esta seccion explica la clase de asistencia pública del condado que la gente necesitada tiene derecho a recibir.

Si usted no recibe asistencia pública de la Junta de Bienestar Público del Condado de Essex, vaya a Bienestar Público de la ciudad. Casi toda persona necesitada tiene derecho a ayuda de la ciudad si no es elegible para ayuda del condado. El Bienestar Público de la ciudad tambien atiende personas que necesitan ayuda inmediata en lo que el Bienestar Público del condado investiga su aplicacion.

ASISTENCIA PARA NIÑOS DEPENDIENTES (ADC)

Usted tiene derecho a recibir Asistencia Para Ninos Dependientes si usted tiene un niño viviendo con usted o esta criando un nino de un familiar cercano y que sea menor de 18 anos (menor de 21 si es estudiante) y usted no puede mantenerse usted y el niño si:

Uno de los padres del niño esta muerto.

Los padres del niño viven en la misma casa que el niño, pero uno de los padres esta física o mentalmente incapacitado por una enfermedad que tardara por lo menos 60 dias y el padre no puede atender la casa, atender los niños o trabajar en su ocupacion vieja (o una similar) por su salario anterior. (Nota: Una vez que una familia recibe Asistencia para Niños Dependientes tiene el derecho de continuar recibiéndola hasta que ese padre este trabajando permanente en su trabajo anterior o uno similar).

Uno de los padres del niño esta fuera de la casa completamente.

Si el padre legal del niño no vive con usted, y no envia suficiente dinero para la manutencion de usted y el niño, usted puede conseguir ayuda parcial o completa de ADC. (Pero el padre y el niño pueden visitarse cuando ellos gusten.)

El padre del niño es considerado fuera de la casa:

Si usted se ha divorciado o esta separada legalmente

Si usted ha ido a la corte a obtener el divorcio o separacion legal

Si el la ha abandonado a usted (no importa que haya vivido con usted poco tiempo) y usted esta dispuesta a informar donde el se encuentra (si es que usted tiene la informacion) y a firmar una querella por manutencion

Si el esta encarcelado por mas de 60 dias

Si ustedes se han separado de mutuo acuerdo. Usted debe firmar una querella por mantenimiento dentro de los 30 dias

Publico. Si una corte decide que el padre se ha separado de manera que usted pueda recibir ADC, los pagos se paralizaran dentro de los próximos 30 dias. Pero, si por esta razon, Bienestar Público le suspende los pagos, un abogado puede ayudarla a conseguir sus cheques de nuevo. Llame a uno de los números que se encuentran en la cubierta posterior de este folleto y pida asistencia legal gratis.

Si usted ha estado ausente y desea la ayuda de ADC para tenerle una casa a su hijo, usted puede conseguir dinero con la ayuda de ADC siempre y cuando usted tenga su casa montada dentro de 30 dias.

Si Bienestar Público le dice que usted debe hacer algo, como conseguir un empleo, de manera de poder recibir o seguir recibiendo ADC, consulte con un abogado.

Si en su casa vive otro hombre (que no sea el padre legal del niño) o usted se casa de nuevo, usted puede recibir ayuda de ADC (a menos que el hombre los mantenga a usted y al niño y gane suficiente dinero de manera que usted no sea elegible para asistencia publica.)

Si usted es casada o no, el tener un niño no le afecta sus derechos de asistencia pública. (Si usted sale embarazada usted tiene derecho a una asignacion especial para gastos de maternidad.) Cuando el niño nazca, el investigador debe agregarlo en su presupuesto.

Si el padre del nino tiene suficiente dinero y no lo mantiene y usted sabe donde el se encuentra, usted tiene que firmar una querella por mantenimiento para conseguir ayuda para el nino.

ASISTENCIA POR INCAPACIDAD (DA)

Usted es elegible para recibir Asistencia por Incapacidad si usted tiene algun obstaculo, lesion o enfermedad que le impida trabajar todo el tiempo en un trabajo cerca de usted que pague tanto como otras personas consiguen por un trabajo similar; y

si esta condicion se espera que tarde por lo menos 6 meses, y

si usted esta entre los 18 y 65 años de edad.

Si usted aplica para DA, la Junta de Bienestar Público deseara que un doctor certifique que usted esta realmente incapacitado.

La Junta tambien puede pedir que usted sufra un examen médico y tratamiento. Si usted rehusa este examen y tratamiento, la Junta usualmente se niega a pagar.

Pero usted puede estar permitido a rehusar este examen y tratamiento por una de las siguientes razones:

Si un doctor certifica por escrito que el examen o el tratamiento pueden empeorar su condicion.

Usted tiene miedo del examen o el tratamiento y el doctor certifica por escrito que usted no debe seguir con el mismo.

Su religion le prohibe tales exámenes o tratamientos.

ASISTENCIA PARA ANCIANOS (OAA)

Si usted es mayor de 65 anos y no puede mantenerse usted mismo, o el dinero que recibe no cubre sus necesidades, usted puede ser elegible para Asistencia para Ancianos. Llame a uno de los numeros en la lista de la cubierta posterior de este folleto y consiga informacion gratis.

ASISTENCIA PARA CIEGOS (AB)

Personas ciegas o que su vision sea tan pobre que no puedan mantenerse ellas mismas y que tengan por lo menos 18 años de edad, pueden ser elegibles para Asistencia para Ciegos.

REQUISITOS DE RESIDENCIA

No hay ningun estatuto legal para Asistencia para Niños Dependientes que el que usted sea residente de New Jersey en el momento que usted solicita asistencia pública.

Para recibir, DA, OAA o AB usted debe haber vivido en New Jersey por 12 de los últimos 24 meses. Pero si no ha sido asi, todavia usted puede ser elegible. Consulte un abogado.

Estando en New Jersey con la intencion de permanecer en el estado lo convierte en residente para todos los programas de asistencia pública. Usted permanece un residente aunque usted se ausente del estado por un período corto de tiempo. Pero si usted se ausenta por mas de un mes usted necesita decirle a su investigador donde enviarle su cheque. Si usted se ausenta por mas de 3 meses, antes de salir, debe consultar un abogado.

Si usted se muda dentro de New Jersey, pero fuera del Condado de Essex, antes de mudarse, notifique a su investigador, de manera que usted continue recibiendo sus cheques en su nueva direccion.

Para solicitar asistencia pública usted debe hacer dos cosas:

Llene una aplicacion

Tenga una entrevista

La aplicacion debe ser llenada en la oficina de la Junta de Bienestar Público del Condado de Essex. Usted puede llamar o escribir a la Junta para concertar una entrevista pero no tiene que hacerlo. Usted probablemente tendra que hablar con un trabajador antes de someter su aplicacion. Si usted esta enfermo o lesionado y no puede ir a la oficina de la Junta de Bienestar Publico, llame al telefono 621-6700. O escriba a la Junta que le traigan la aplicacion a su casa.

Las oficinas de Bienestar Publico de Condado en Newark estan localizadas en:

275 Avenida Clinton
505 Sur - Calle 15
449 Avenida Central
796 Calle Broad

(Si usted necesita ayuda inmediatamente o si usted no puede conseguir dinero de un programa de Bienestar Público del condado, vaya al Departamento de Asistencia Publica de Newark, situado en el 218 de la calle Market.)

SECCION XI - Como Aplicar

Despues que usted haya llenado su aplicacion un investigador social vendra a entrevistarlo a su casa. En esta entrevista el investigador tratara de determinar si usted realmente necesita o no asistencia pública. El investigador probablemente observara su casa, le hara un sinnumero de preguntas y examinara sus cuentas viejas y otros papeles.

Recuerde: Usted no pierde los derechos de privacidad cuando usted solicita asistencia pública. Usted no tiene que contestar toda pregunta que el investigador le haga y los investigadores no pueden forzar la entrada en su casa. Para saber mas sobre sus derechoa a privacidad, vea la Seccion II de este folleto.

Cuando usted decida aplicar para asistencia publica usted necesitara:

Probar su edad (su edad y la de sus niños)

De todos modos, si usted no puede probar su edad inmediatamente, se supone que la Junta de Bienestar Público atienda su aplicacion y si usted necesita asistencia, esta supuesta a empezar a pagarle a usted mientras se consigue prueba de su edad.

Prueba de residencia (prueba de que usted vive en N.J.)

Prueba de ingreso y recursos (prueba de cuanto dinero usted gana y propiedad que usted posea)

Si usted tiene duda sobre esto, llame cualquiera de los numeros en la cubierta posterior de este folleto y consiga informacion gratis.

La Junta de Bienestar Público debe empezar a pagarle (o decidir no pagarle) dentro de 30 dias a partir de su aplicacion (60 dias si usted solicita Asistencia por Incapacidad). Si la Junta no ha terminado de revisar su aplicacion en los 30 dias ellos estan supuestos a notificarle a usted por escrito el por que de su tardanza. Si usted no ha oido de la Junta dentro de los 30 dias llame uno de los numeros en la cubierta posterior de este folleto y averigue donde conseguir ayuda.

ALIMENTOS

Usted puede conseguir alimentos extra yendo a uno de los siguientes centros. Usted debe llevar recibos, facturas o la tarjeta de Seguro Social como prueba de que vive en Newark. Aunque usted no viva de asistencia pública, usted puede conseguir estos alimentos si usted los necesita.

Boys Club	422 Broadway
Friendly Neighborhood House	89 Calle Lincoln
Fuld Neighborhood House	71 Calle Boyd
Kretchmer Homes	71 Calle Ludlow
Memorial Presbyterian Church	286 Sur Calle 7
South Park-Calvary Presbyterian Church	1035 Calle Broad
Central Presbyterian Church	Avenidas Belmont & Clinton
Stephen Crane Village	60 Cedar Lane
St. Joseph's Catholic Church	212 Avenida Lafayette

SECCION XII - Proteja sus Derechos

Lea esta página cuidadosamente------recuerde lo que dice

Hay algunas cosas que su investigador social no tiene derecho a hacer. Por ejemplo: El investigador no tiene derecho a quitarle el privilegio cuando en su casa hay un niño elegible. U ordenarle a usted que crie su hijo en cierta forma. O entrar a su casa sin su permiso. O aguantar su cheque con el fin de forzarlo a hacer algo.

Si el investigador le dice algo que a usted le suena que el esta en un error, hagalo que le enseñe la regla o ley que lo respalda.

Si usted no recibe el dinero que usted esta supuesto a recibir, digaselo al investigador. Si su investigador no lo ayuda, vaya al supervisor del caso y entonces al asistente del supervisor de campo. Si le cierran el caso porque usted "no coopera", póngase en contaco inmediatamente con una organizacion de clientes. Si todavia usted no consigue lo que usted cree tiene el derecho a recibir, solicita una vista.

Si usted desea una vista imparcial, o si alguna vez usted tiene problemas con la Junta de Bienestar Público del Condado, consiga un abogado inmediatamente. Aunque usted tenga un buen caso, usted puede perderlo si no tiene la ayuda de un abogado.

Recuerde: Un abogado no le costara nada. Solamente llame al 623-6877 (el numero de Proyecto de Servicio Legal de Newark) y pregunte sobre ayuda legal gratis.

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

75 Park Avenue
Newark, New Jersey
July 8, 1968

Dear Marvin:

In accordance with SEDFRE's agreement to fund the Welfare Mothers in Newark directly, this is to advise you that checks should be made payable to the United Welfare Groups of Essex County, 112 South Orange Avenue, Newark, New Jersey 07103. Mail should be addressed to Mrs. Maxine Mack, Chairman, or Mrs. Allie Worthington, Treasurer.

Best regards,

Shirley

C.C. Maxine Mack, Chmn.
Gladys Thomas, V. Chmn.
Catherine Powell, Sec'y
Allie Worthington, Treas.

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas, *chairman* ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S. J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ James T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Leon Modeste ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

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MEMORANDUM

July 25, 1968

TO: ALL AFFILIATED GROUPS

FROM: MRS. JOHNNIE TILLMON, NATIONAL CHAIRMAN

Enclosed is the official call and information on the NWRO National Action Conference.

I want you to know that I will be unable to attend the Conference since I have been selected as a delegate representing poor people to the International Conference of Social Welfare in Helsinki, Finland. My soul spirit will be with you, my sisters, as you work to BUILD WRO!

I want to make clear the organization of the Conference.

My three vice-chairmen, Mrs. Etta Horn, Mrs. Beulah Sanders and Mrs. Carmen Olivo will be in general charge of the Conference. I have placed Etta Horn in charge of the Program Committee and Beulah Sanders will run the General Sessions at the Conference.

Mrs. Ruby Moorer, NCC Representative from Illinois and Mrs. Juliet Greenlaw, NCC Representative from Indiana will co-chair the Arrangements and Hospitality Committee.

There will be a full NCC meeting the day before the Conference to deal with any last minute issues or decisions.

I have also asked Marion Kidd, NWRO Treasurer, to chair a Credentials and Finance Committee at the Conference to deal with any money or voting problems. Edith Doering, NWRO Secretary, Mamie Hall, NCC Representative from New York City, Geraldine Smith, newly appointed NWRO Financial Secretary, Marian Marrow, NCC Representative from Rhode Island and Roxanne Jones, Chairman of Philadelphia WRO will serve on this Committee. Etta Horn, Beulah Sanders and Carmen Olivo will be ex officio members.

All NWRO channels are open. Your full participation is needed. I hope that we can all pull TOGETHER at this crucial Conference and BUILD WRO!

Johnnie Tillmon
Mrs. Johnnie Tillmon,
National Chairman

NATIONAL WELFARE RIGHTS ORGANIZATION
1762 Corcoran Street, N.W.
Washington, D.C. 20009
(202) 462-8804

July 15, 1968

Mr. Harold Nissinson
Property and Life Insurance Co.
26 West Jericho Turnpike
Huntington Station, N.Y. 11746

Dear Harold:

As of July 15th, we will no longer be responsible for the Newark Welfare Rights Project office at 112 South Orange Street in Newark, New Jersey. However, the office will continue in operation and I would suggest that rather than returning any unpaid insurance for this office, that the insurance be continued, but changed to the name of the United Welfare Groups of Essex County at the above address. This coverage will be our contribution to them.

Sincerely yours,

Marvin Rich
Executive Director

cc: United Welfare Groups of Essex County

July 15, 1968

Mrs. Maxine Mack, Chairman
United Welfare Groups of Essex County
112 South Orange Avenue
Newark, New Jersey 07103

Dear Mrs. Mack:

I am pleased to present to you our check for $400 as evidence of our continued support for your work. As Mrs. Lacy has already indicated, the Board of SEDFRE has authorized payment of $400 a month to the United Welfare Groups of Essex County for a six month period begining July 10th, and $200 a month for the subsequent six months.

Also, it goes without saying that Mrs. Lacy will continue to be of assistance to you in every way possible consistent with her other training responsibilities to SEDFRE.

If you have any questions, please call upon me. With very best wishes for a successful program in the months to come.

Sincerely yours,

Marvin Rich
Executive Director

cc: Shirley Lacy
check #: 3141

New Jersey Field Office
75 Park Avenue
Newark, New Jersey

August 2, 1968

The New Jersey Bell Telephone Company
540 Broad Street
Newark, New Jersey

Dear Sirs:

This is to advise you that the following numbers are to be listed in the name of the United Welfare Groups of Essex County, address, 112 South Orange Avenue, Newark, New Jersey:

624-7747
624-7748
482-6998

All billings should be addressed to The United Welfare Groups of Essex County. The Scholarship, Education and Defense Fund for Racial Equality is no longer responsible for payment of service on these lines.

Very truly yours,

Shirley Lacy
Director, Welfare Program

SL:bc

RECEIVED

AUG 9 1968

SEDF

The Record
Friend of the People It Serves
150 RIVER STREET, HACKENSACK, N. J. 07602 / 201 487-8000

August 8, 1968

Mrs. Shirley M. Lacy,
Leadership Training Department,
SEDF,
164 Madison Avenue,
New York, N. Y. 10016

Dear Mrs. Lacy:

We certainly would have no objection to your use of material from our training guide in your program. I am sure you will quote it in context and try to help us achieve the over-all results toward better journalism that we were seeking when the material was prepared. When you produce the material from the training manual, please send us a copy for our files.

I will circulate your letter about the possibility of a member of our staff attending some of the sessions. I hope we can find a volunteer who will be helpful to you in this effort. If we do, we will have the staffer get in touch with you directly.

It has been a real pleasure having Celeste with us this summer. She is a very talented and likeable young person who has fine promise in journalism. Our editors are very enthusiastic about her work.

Sincerely yours,

Don Carter

DON CARTER
Executive Editor

New Jersey Field Office
75 Park Avenue
Newark, New Jersey

August 14, 1968

Mr. James A. Pawley
Executive Director
Urban League of Essex County
58 Jones Street
Newark, New Jersey 07103

Dear Mr. Pawley:

As you go about setting up a program in welfare for the League, there is a certain amount of background information I would like you to have.

Essex County welfare recipients have had some form of community organization for the past two years. At the present time, there are approximately five active groups and four to six others which have membership on paper but very little program. The active groups make up a federation known as the United Welfare Groups of Essex County. These groups are also connected with the National Welfare Rights Organization in Washington, D. C. Mrs. Marian Kidd is the local organizer for the United Welfare Groups of Essex County. Mrs. Marjorie Williams is the New Jersey State Representative to their national organization. Each of these persons can be contacted at their office, 112 South Orange Avenue, 624-7747. Their greatest needs lie in the areas of strong community organizing, leadership development through training, legislative action and materials development.

It seems to me that with the new direction announced by the League nationally, it might be possible to develop a really strong movement among the impoverished. Local recipients' groups in Newark have contacts with other recipients' organizations throughout the state. The need is great for these groups to be brought together for legislative action and lobbying. If funds could be allocated to cover the travel and child care expenses of 15 - 20 welfare mothers, I believe we would not only see stronger local organizations but real participation by the poor at the municipal, county, and state levels in the decisions that effect their lives.

None of this precludes the possibility of the discussion group program. With a series of skills workshops in which your staff would be involved, it might then be possible to equip your staff to carry out your national program and at the same time extend the base of operations for the recipient leaders.

If you feel that such a package program would be a meaningful direction for the League, I would be available, on a consultant basis, to assist in its development and implementation.

May I hear from you at your earliest convenience?

Sincerely yours,

Shirley Lacy
Director, Welfare Program

SL:bc

To: MARVIN

NATIONAL WELFARE RIGHTS ORGANIZATION

August 15, 1968

National [illegible]
POVERTY RIG[illegible]
1762 Corcoran St. [illegible]
Washington [illegible]
Tel. (202) 462-[illegible]
George A. Wiley, [illegible]

NATIONAL
WELFARE RIGHTS
ORGANIZATION

Chairman
MRS. JOHNNIE [illegible]
[illegible]

Corresponding Secretary
MRS. DORA [illegible]
Rochester, N.Y.

Financial Secretary
MRS. DOVIE [illegible]
Chicago, Ill.

Sergeant-at-Arms
MRS. ALICE NIXON
Pittsburgh, Penn.

Shirley Lacy
75 Park Ave.
Newark, N.J.

Dear Shirley:

I talked with Marian Kidd the other day and today with Carl Rachlin about the possibility that you can come to our National Action Conference and help with some of the workshops.

The key times are Saturday and Sunday (morning) but we would be delighted to have you for any part of the Conference.

Please call me to let me know of your availability or with any questions. Conference materials are enclosed.

Sincerely,

Tim

Tim Sampson

cc: Marian Kidd

August 16, 1968

Memorandum

To:Ronnie M. Moore, Marvin Rich

From : Shirley M.Lacy

I am requesting an expense advance of $75.00 to attend the National Welfare Rights Organization Convention in Lake Forest, Illinois for the period Aug. 22 through Aug.25. I am being invited to help with the workshops.

(Eleanor has left check in Marvin's folder for his signature)

MEMO FROM

SHIRLEY M. LACY
SEDF

RECEIVED
AUG 16 1968

Marv—

You mentioned inviting someone to this workshop. I do not yet know the location but it will be in Manhattan. There will be evening classes for 30 to 35 participants.

Let me know what you think of the training design

Letter to Urban League also enclosed

S.

MEMORANDUM

August 22, 1968

To; Ronnie Moore, Marvin Rich, Hank Smith

From: Shirley Lacy

Subject: Meeting with David Boone, Pres.
Boone, Young and Associates, Inc.
551 Fifth Avenue
New York, N.Y.

8/19/68: Hank Smith and I met with David Boone to discuss the program of the firm and to explore a relationship with SEDFRE. Dave is a personal friend and has worked with me in Bergen County on Voter Registration drives. Job development, placement and counselling will be the main thrust of their operation. Consultation with government agencies and private industry will also be given high priority. Dave and his partner, Jim Young, are former sales employees of I.B.M. They are convinced that there are many potential black executives being submerged and "dead-ended" in corporate tokenism. They not only want to place more black persons in better jobs, but to establish the kind of relationship with employers that will insure those hired being moved up to higher levels of performance and competence. See prospectus attached.

For the first year, the firm plans to use outside consultants with expertise in sensitivity training, community relations, recruitment techniques and experience in working with the "hard core." Eventually, they will hire full time staff specialists. It is in these areas that they would like to work with SEDFRE.

Hank and I felt that this kind of program raises new training and funding contacts for SEDFRE. The program in which Hank is presently involved with American Airlines closely parallels that projected by Boone, Young and Associates. Undoubtedly, other staff members have similar "feelers" out which may become real training or consultation possibilities. The point is that no matter how grandiose or innovative some of the programs dealing with the black community may be, there is a need to "bridge the gap" between program and fulfillment. It appears that SEDFRE may provide a valuable link.

Dave explained that it would be important to the growth and development of his company to be able to sell a "package program" to employers under his firm's name. We indicated the problem that this w would present ~~a problem~~ for us with our own organization. We suggested instead that SEDFRE be added to his firm's Advisory Board as an entity member and that sub-contracts be drawn between the two organizations. This he readily accepted. We exchanged written materials with him and left with the understanding that we would forward additional information to him. He was particularly interested in how we will work with American Airlines. He is to contact us when he is ready to go ahead.

The Firm

Utilizing the diverse backgrounds, experience and creativity of its staff and associates, Boone, Young & Associates, Inc. offer a complete and comprehensive consulting program relating to the opportunities and problems of the management-minority group relationship.

The Objectives

The basic objectives of Boone, Young & Associates, Inc. are to serve management in:

1. Creating a positive environment, developing responsible career opportunities within that environment and fully utilizing minority group management resources.
2. Helping corporations create and enhance their image in minority group relations, thereby maximizing any and all benefits to be derived from such a relationship.
3. Searching for and locating qualified minority group executives who can fill responsible job needs of the organization.

The Philosophy

To maintain the objectives of Boone, Young & Associates, Inc. the following tenants are stressed in all professional engagements.

To assure that our services will offer sound and thorough solutions to existing corporate problems, we will accept engagements only if there is a tangible benefit to be derived by the client. Therefore, the general nature of the problem is discussed and agreed upon with management before the engagement begins. The firm's energies will be confined to only those areas discussed. We place equal importance on implementation of staff recommendations as on thorough formulation of the activity.

The Personnel

There is an experienced full-time staff member assigned to each engagement. There are also a group of highly qualified specialist associates who will work on problems within their field. In total the staff and associates have backgrounds in Business, Government, Education and Social Work. This enables our firm to relate a knowledge of the needs and opportunities into harmony with the aspirations and problems of minority groups.

Our firm is designed to serve all types and sizes of business, government and social (non-profit) organizations, that seek to improve their relations and performance with minority groups. By devoting immediate and full time to client's problems, we can develop solutions more quickly and less expensively, than can the client whose staff may not be able to devote full time in such areas. Due to the sensitivity to minority group relations derived from our staff and associates' backgrounds, our firm can develop more feasible and permanent solutions than can be developed by individuals lacking this sensitivity.

The Services

1. Management Policy Appraisals
2. Sensitivity Studies
3. Employee Attitude Surveys
4. Management Training & Development
5. Executive Search
6. Psychological Testing
7. Community Relation Programs
8. Hard-core unemployed Utilization Programs

THE MARKET POTENTIAL

Up-to-date Labor statistics indicate the growing market of Negro executive potential. This market must inevitably be tapped for several reasons:

1. The growing number of equal-opportunity clauses in Federal Government contracts.

2. The growing $30 billion national Negro market--the last virgin market in the U. S.

3. The shortage of skilled workers to meet the demands of government and industry.

4. What is called the "guilt conscience" or "public spirit" factor.

5. Finally, the pressures brought to bear by civil rights organizations and government agencies.

Statistics to support the claim that the untapped market is rapidly growing are:

Of a total nonwhite, nonagricultural civilian work force of 6.8 million individuals, approximately 11% or 750,000 are in professional, technical, sales and managerial positions.

Based on the 1960 census, there were approximately 590,000 nonwhite persons in the above-mentioned fields. The median earning of this group was $5,500 per year. Of this group, 40,000 were salaried managers or officials. The median earning of this group was $6,500 per year. By 1968 this 40,000 figure is projected to be 60,000.

The potential market is indicated by approximately 400,000 nonwhite students in college and professional schools in 1968. This statistic expresses the rapid increase of nonwhites enrolling in institutions of higher learning.

The total number of non-whites over 25 years of age who have completed college is approximately 500,000, which offers a startling comparison to the total of 400,000 nonwhites currently in college or professional schools.

These figures highlight the increase of nonwhites who will be seeking positions in Business, Government, Education and the professions.

CORPORATE DIVERSIFICATION

At present it is requisite to establish a reputation for good placements from a corporate and individual viewpoint.

Once that reputation is established, the need for adequate counseling and advice will be the next logical extension of services offered by *BOONE, YOUNG & ASSOCIATES, INC.*

Utilizing the experience and creativity of the Staff and Board of Directors, *BOONE, YOUNG & ASSOCIATES, INC.*, will offer a complete and comprehensive program of management counseling in the human sciences and minority relations.

Seminars will be conducted on:

1. Sensitivity Studies.
2. Assimilation and advancement of minority group members into and throughout the organization.
3. Developing skills in proper recruitment methods.
4. Assisting corporations to establish and properly operate successful community relations programs.
5. Compiling research information on minority manpower statistics and location. This information will be offered to corporations in the form of trade bulletins.

BOONE, YOUNG & ASSOCIATES, INC.
Management Search and Consulting

CORPORATE ORGANIZATION

Initially there will be four (4) principals involved:

David O. Boone	President and Chairman
William A. Young	Executive V.P., Secretary and Treasurer
Dennis R. Tourse	Vice Pres., Director of New England Area
Frederick Drayton	Vice Pres., Director of Tidewater Area

The Board of Directors will include:

Ruth King	Head of Urban League Skills Bank
~~Julius Thomas~~	Former Head of U.L. Skills Bank, presently Business Advisor
Dr. Benjamin Mays	Pres. Emeritus of Morehouse College, Bates College Alumnus
Ira Asherman	N.Y. Human Relations Council
Dr. John Donovan	Former Head of Manpower, U.S. Labor Dept. Bates College Alumnus
~~Godfrey Cambridge~~	Humanitarian and Humorist
James W. Lundberg	Director of Washington Concentrated Employment Program
Judge William H. Hastie	Former Dean of Howard University Law School, Former Governor of Virgin Islands, Chief Judge of Third Circuit Court of Appeals
John H. Lewis	Director of Special Projects, McCrory Klein
M. David Distler	Attorney and Humanitarian

> Advisors

— Board members

Office Locations:

1. New York City - 1st to be established
2. Washington, D. C. - 2nd to be established
3. Boston, Mass. - 3rd to be established
4. San Francisco, California - 4th to be established

Others will be added as needed, as in the Mid West.

BOONE, YOUNG & ASSOCIATES, INC.
Management Search and Consulting

THE FIRM

BOONE, YOUNG & ASSOCIATES, INC., is an executive placement agency with the following objectives:

1. To specialize in bringing the talents of minority group executives into contact with the needs of business, government, and professional organizations.

2. To seek and place the most qualified individuals in desirable, challenging and rewarding positions.
   These positions, while fully utilizing the present abilities of the individual, will also develop his future potentials.

3. To assist corporations in providing positive environments and advancement motivation to meet higher management requirements.

THE PROBLEM

The firm of *BOONE, YOUNG & ASSOCIATES, INC.*, is being created to help solve the following problems:

1. A lack of qualified individuals available to corporations to satisfy job needs.

2. A lack of initiative and/or ability on the part of corporations to more actively recruit members of minority groups for available positions.

3. A lack of interest on the part of college students to seek careers in business.

THE STRATEGY

1. A network of close contacts has been established in many fields of endeavor (e.g. Business, Education, Government, Social Work, Armed Services and Social Affairs). Through the effective utilization of these contacts, the firm of *BOONE, YOUNG & ASSOCIATES, INC.*, can:

   a. Collect profiles and job histories on individuals of diverse background and experience (specifically members of minority groups).

   b. Directly contact these individuals through our staff or associates and describe the positions for which we have openings.

   c. Gain entry into social and educational organizations that are comprised of potential candidates for placement.

      (1) One staff member is a student of Harvard Law School and is in contact with every Black student's group on New England college campuses.

THE STRATEGY (Continued)

(2) Three members of our staff are affiliated with educational institutions that will be an invaluable source of references.

(3) Two staff members are affiliated with Government and have already begun compiling potential placements.

(4) Membership in organizations such as, The Committee of Concerned Black Businessmen, and, The Alliance of Negro Retail Executives, has provided both a source of executives who feel they are underemployed and a source of corporations that are seeking minority group executives.

2. Selective advertising programs will be utilized to make the services of *BOONE, YOUNG & ASSOCIATES, INC.*, known to individuals.

   a. A campaign of two half-page ads will appear in Ebony Magazine in the first year of operation. (Ebony is the world's largest Negro magazine.)

   b. Half-minute ads will be placed on WLIB Radio Station. (WLIB is a much listened to Negro Radio Station.)

3. Companies that are Equal Opportunity Employers and those that have recently responded to pressures from government (e.g. Advertising, CPA Firms and Financial/Securities Firms) will be an initial target for placements. Advertising through direct mail, media, and general canvassing will be undertaken to make the firm's services known to various organizations.

4. Research will be used to locate individuals who are employed but underemployed.
   Research will enable the firm to determine those companies in which advancement is a real possibility and firms which are merely filling short term needs.
   Such information will be available to candidates. (This is vitally important in the specialty of minority placement.)

5. Psychological testing and evaluation will be used to determine whether the candidate is both technically and psychologically qualified for the position offered.
   In addition to testing and evaluation, all credentials offered by the candidate will be verified.

   a. The need for psychological testing has become quite necessary. To try to place an individual who is not qualified is a waste of both the client and the firm's time.

   b. Our aim is twofold: to place the best qualified individuals in the best jobs offered.

DAVID O. BOONE
36 Brookfield Road
Dumont, New Jersey 07628
201-385-8962

[illegible]

PERSONAL

Married: Wife, Carol Louise (married five years)
Daughter, Karin Leigh; Second child expected in September, 1968
Health: Excellent
Citizenship: United States
Age: 31
Date of Birth: 7/11/36
Military Status: 5A, Honorable discharge from USMC in 1958

BUSINESS EXPERIENCE

INTERNATIONAL BUSINESS MACHINES CORP., 555 Madison Ave., N. Y., N. Y. 10022
November, 1963 - Present

Sales Representative in the Office Products Division

The Sales Representative is responsible for marketing a diversified line of products including: Dictation Equipment, Magnetic Tape Selectric Typewriters, Magnetic Tape Selectric Composers, Selectric Composers, Typewriters, Office Supplies.

The Sales Representative is expected to analyze and evaluate the customers' office procedures. He recommends solutions to difficulties resulting from word processing bottlenecks. Recommendations are submitted for either different office procedures or different types of equipment.

The additional responsibilities of training customer personnel and insuring general customer satisfaction are also important aspects of this position.

The ultimate yearly goal of each sales representative is to qualify for the IBM One Hundred Per Cent Club. The One Hundred Per Cent Club is a form of recognition for sales representatives who have sold 100% of assigned quota for any given year - January 1 - December 31. The Sales Representative must meet the 100% requirements in all product areas listed above.

Promoted to Major National Account Representative in January, 1968.

The responsibility of selling to and maintaining the customer satisfaction of extremely large accounts is required in this very sensitive job. Accounts handled include Celanese Corp.; Stauffer Chemical, Inc.; and Metromedia Inc.

In addition to providing sales services to corporate headquarters of the major accounts, present responsibilities require coordinating the sales efforts of IBM personnel across the nation who handled field locations of these accounts. This requires, in most cases, communicating with and directing the efforts of 50 or more sales representatives.

Honors

Qualified for four consecutive IBM One Hundred Per Cent Clubs: 1964, 1965, 1966 and 1967.

Closed the largest order in IBM corporate history in the sale of the IBM Magnetic Tape Selectric Typewriter with Remote Record. The Corporation's income from this single order was $350,000.

Accepted an invitation to teach at the IBM Sales School as guest instructor in September, 1966.

Selected as sales coordinator for both Supplies and the Magnetic Tape Selectric Typewriter in 1966-1968. The sales coordinator is responsible for creating and implementing sales procedures in any given office location.

Selected to represent the IBM Corp. in its national recruiting and advertising campaign of 1967-68. Advertising copy written by and quoting me appeared in: major national Negro newspapers (e.g., The Amsterdam News), every newspaper published on a Negro college campus, Ebony Magazine in June, 1968.

Present salary plus commission for 1968, approximately [redacted]
Year-to-date earnings - [redacted]. as of April, 1968.

SEARS, ROEBUCK & COMPANY, Main Street, Hackensack, N. J.
June 1962 - October, 1963

Executive Trainee

The Executive Trainee is scheduled to train for (1) one year in an assigned store. Training is designed to enable an Executive Trainee to learn the functions of all departments in a store.

The trainee spends from two weeks to two months in each department performing various job functions required of department executives. The departments include: Auditing, Personnel, Financial Planning, Unit Buying Control, Customer Relations, and Sales Divisions.

Completed Training June, 1963.

Division Manager

The primary duty of this position was the merchandising of products to meet and surpass an assigned monthly quota.

Other responsibilities included: hiring and training of sales personnel (5-7 persons), purchasing items to be sold in the division, maintaining proper inventory controls, establishing promotional and advertising campaigns.

Honors

Compiled the highest percentage of sales increase in the nation for the division managed.

EDUCATION

BATES COLLEGE, LEWISTON, MAINE
Bachelor of Arts Degree, June, 1962
Majored in Economics - B Average

Activities:
Class Vice President for (4) four years
Dormitory Proctor - Sophomore and Junior Years
Varsity Football - (4) four years
Varsity Indoor Track - (4) four years, Captain Senior Year
Varsity Spring Track - (4) four years, Captain Senior Year
Travelli Scholar - Sophomore, Junior and Senior Years
President's Advisory Council - Senior Year
Community Church Youth Group Leader - Junior and Senior Years

OTHER ACTIVITIES

Bates College Alumni Executive Committee

Trustee, Fair Housing Council of Bergen County

Committee of Concerned Black Businessmen

Urban League of Bergen County

WILLIAM A. YOUNG III
3 Stone Avenue
White Plains, New York 10603
914-428-2270

PERSONAL

Married, one child
25 years old

Excellent health
United States Citizen

WORK EXPERIENCE

GENERAL FOODS CORPORATION, WHITE PLAINS, N. Y.

Financial Specialist, June 1967 - Present

Capital Projects Administrator in the Corporate Controller's Budget & Analysis Department. Responsible for the review, analysis and presentation to top corporate management of all capital project requests and lease requests over $100,000. This requires coordination of and reviews with eleven operating divisions and departments' controller staffs. Analysis includes full business evaluation of a proposal as well as specific financial return analyses. Also responsible for reviews of the corporation's annual capital program and periodic actual performance records. Other duties include special studies and analyses; such as, acquisition proposals, financial policy changes, and advising and assisting divisional controllers staff personnel on financial policy and evaluations.
Received a merit raise in February, 1967.
Received a double promotion to this position in May, 1967.

Product Analyst, June 1966 - May, 1967

Responsible for the analysis and control of several major products' (including Jell-O Gelatin's) advertising and promotion budgets. Total dollar responsibility exceeded $10,000,000. This required close and continual working contact with marketing, marketing research, sales, and production personnel. A major responsibility of this job was the identification of and analysis of product opportunities and problems as well as the administration of control procedures. Supervised the work of several statistical clerks. Other duties included special analyses, product volume projections and reviewing, new computer control techniques.
Received merit raise in January, 1967.

Special Assignment - Impoverished Areas Task Force, November 1967 - Present

In addition to above responsibilities, a special assignment was accepted to work on a Task Force. This group's aim was to analyze, develop and execute a program in which General Foods would make a meaningful economic and social contribution to impoverished areas. The task force, composed of six individuals, completed initial research on the Harlem area and developed several programs. This group now assists the corporate management with its National Alliance of Businessmen (NAB) commitment.

SUMMER EMPLOYMENT

General Foods Corporation, White Plains, N. Y.
Product Analyst Trainee, Summer 1966

IBM Corp., New York, N. Y.
Summer Marketing Trainee, Summer 1965
Received training in sales and system engineering in summer program.

Received offer for permanent employment.

EDUCATION

COLUMBIA UNIVERSITY GRADUATE SCHOOL OF BUSINESS
Master of Business Administration Degree, June 1966
Concentrated in Finance - High B Average

Member: Graduate Business Association
American Finance Association
American Marketing Association

BATES COLLEGE, LEWISTON, MAINE
Bachelor of Arts Degree, June 1964
Majored in Economics
Minored in Mathematics

Dean's List, Vice President of Class (first two years), Board Member of Bates Christian Association
Member: Economics Club, WRJR - campus radio staff, Intramural sports teams

OTHER ACTIVITIES

Elected Church Officer - Term 1968-1971
Board deals with problems of the community as well as the church.

Member of the Steering Committee of the Greenburgh Coalition. This is a non-profit organization in the Town of Greenburgh, N.Y. established to bring together the efforts of business, government, and social organization to deal with the problems of underemployment, housing, education, and human relations.

Was an active member of the NAACP high school and college group in Philadelphia, Pa., until moving away from city.

September 10, 1968

Mrs. Shirley Lacy
287 Tietjen Avenue
Englewood, New Jersey

Dear Shirley:

What do you think of Ledlie Laughlin for the Board? He is the heir to Jones and Laughlin Steel Company, but does he have anything on the ball?

Cordially,

Marvin Rich
Executive Director

10/3/68

To: Ronnie Moore, Marvin Rich

From: Shirley M. Lacy

Report

Urban League Welfare Program

This past summer, I was contacted by James Pawley, Executive Director of the Urban League of Essex County, in regard to a welfare program under the sponsorship of the League. I have sent you copies of the correspondence between Mr. Pawley and me. On Friday, September 20, I met with him for the third time and brought with me some of the most active leaders of the welfare rights movement in Newark (Marian Kidd, Acting Director, Welfare Rights Project, Marjorie Williams, New Jersey State Representative to the National Welfare Rights Organization, Carolyn Keith, Chairman, United Welfare Groups of Essex County and Leroy Hush, staff organizer, NWRO.) Mr. Pawley outlined for the group some of his plans for the program. He indicated a need to work with all of the persons present including me. The welfare rights people were openly receptive to his proposal because it represented added resources in terms of new community contacts. A further meeting date to develop a proposal was set for Friday,Sept. 27. This was to be a meeting of Mr. Pawley and myself at which time we would talk about a cooperative relationship between our two organizations, the program itself and a budget.

At the meeting on the 20th, Mr. Pawley invited the group to select a person to attend a Political Education Workshop sponsored by the League and the Chase Manhattan Bank in New York on Oct. 11-13. Mrs. Keith will be attending at the expense of the League. (It might be interesting to find out what is really behind this workshop. It is supposed to be non-partisan, but I strongly suspect that it may be an attempt on the part of the Nixon machine to reach grassroots people.)

Sept. 27th Meeting - I submitted to Mr. Pawley a copy of our last welfare rights proposal and together, we went over it in detail. He was delighted with it and felt that "80 % of what he was looking for was already in that proposal." It was my decision that if the League wanted to continue the discussion group idea that we had started, this would not be a problem for SEDFRE. He is willing to make use of welfare mothers that we have trained to function as Discussion Leaders in approximately 15 different locations throughout the city. I have given him the names of three candidates from which he is to choose a Director at the salary of $7500 per year as recommended in our proposal. In addition, he will be looking to us to recommend the 15 or so Discussion Leaders. He is preparing a draft of the program with the hope of getting the funding either from his national office or from the Victoria Foundation. He asked about the contribution that SEDFRE might make. I told him that we could not make a cash contribution since we are presently funding the United Welfare Groups of Essex County, but that we would be able to offer technical assistance. He spoke of the program as being jointly sponsored but I will not know exactly what that means until I see his draft.

To date, I have spent quite a bit of time in helping him formulate his program. The attached curriculum and training schedule was developed specifically for this program. I trust that my covering letter is self-explanatory as to what SEDFRE would expect from here on.

SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
164 MADISON AVENUE
NEW YORK, N.Y. 10016
(212) 532-8216

New Jersey Field Office
75 Park Avenue
Newark, New Jersey

October 3, 1968

Mr. James A. Pawley, Executive Director
Urban League of Essex County
58 Jones Street
Newark, New Jersey 07103

Dear Mr. Pawley:

I am submitting the curriculum and training schedule prepared for the welfare program. Since this is a draft, please feel free to make whatever changes you deem necessary. I have tried to incorporate in this design a combination of skills training and cognitive data. This approach is important if we are to, in any way, meet the need for more community development programs.

At this point, I should like to clarify SEDFRE'S role. SEDFRE is prepared to do the following:

1. Serve as technical assistants to you and your staff.
2. Assume responsibility for additional training of the discussion leaders.
3. Make staff available as resource persons for some of the sessions.
4. Assist in the development of training materials.

As the proposal and curriculum have already been written, it is quite possible that you may want to go ahead with your own staff. Should you require further assistance from SEDFRE staff, we are prepared to enter into a contract with you for a designated number of days at the rate of one-hundred dollars ($100.00) per day.

Sincerely yours,

Shirley Lacy
Shirley Lacy
Director, Welfare Program

SL:bc

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas,

WELFARE RIGHTS WORKSHOP SERIES

CURRICULUM AND TRAINING SCHEDULE

FOR

THE URBAN LEAGUE OF ESSEX COUNTY

Prepared by:
Scholarship, Education and Defense
Fund for Racial Equality
Marvin Rich, Executive Director
Shirley M. Lacy, Welfare Program Director

WELFARE RIGHTS WORKSHOP SERIES

Description

The workshop series is designed to work with residents in their neighborhoods for a period of six weeks. At the end of that time, new persons will be recruited and a new series will begin.

The content of the series will deal with helping needy persons increase their understanding of their rights and entitlements to public assistance as guaranteed by federal and state laws. By use of the discussion-group technique, it is hoped that each participant will become better equipped to effectively secure his rights, either as an individual acting in his own behalf, or as an advocate-member of an organized community group.

Objectives

1. To disseminate among welfare recipients a uniform and useful body of information on the welfare system and how it should work to the benefit of those in need.
2. To develop a better informed recipient group able to press for and secure its rights as opposed to having to depend on paternalism or political favoritism.
3. To help reduce feelings of alienation and hopelessness among participants and to increase their awareness and capacity to promote social change.
4. To establish a model mechanism which can be duplicated in communities elsewhere.

Training Approach

It is projected that the single largest participating group will come from among A D C Mothers. Past experiences have shown that many of these women can generally attend afternoon sessions and would welcome an opportunity to free themselves from household duties, child care responsibilities and family problems.

The participants will assemble at designated neighborhood centers for a three-hour session, one day a week for a period of six weeks.

Films, charts and audio-visual aids will be used throughout the series to stimulate the discussion and to expand awareness and comprehension. As a means of encouraging group identification, self-development and objectivity, role-play, role-reversal, problem and process analysis are techniques that will be used extensively by the discussion leaders.

Discussion Leaders

The persons selected to function as discussion leaders will be past participants of similar workshops and seminars sponsored by SEDFRE. These will be persons who are presently on welfare or have been recipients in the past. Each leader has received training not only in Welfare Rights but is equipped to handle such techniques as developing self-awareness, role-play, and organizational development. SEDFRE staff will assist the discussion leaders with further skills development as the program progresses.

At the sixth and final session, the participants will evaluate the entire series in terms of information gained and the amount of useful material presented. All evaluation data collected both orally and by questionaire will be carefully reviewed by staff as a means of improving the succeeding series of workshops.

Certificates of completion will be awarded to those persons having attended a minimum of four sessions.

CURRICULUM

Session 1- Understanding the Welfare System

Attempts will be made to clarify many of the myths and false notions that recipients hold about the system. Stress will be placed on the concept that welfare recipients have legal rights and welfare departments have corresponding legal duties. Discussion will include:

The Social Security Act framework and the 1967 amendments to the act.

The distinction between relief programs and categorical assistance.

Application, intake and elegibility determination.

Film: Free At Last (30minutes)

Session 2- Welfare Benefits

This session seeks to acquaint participants with full knowledge of their benefits under the program and begins to answer some of the problems they have faced in meeting special needs. Discussion will include:

How to work your own budget

Special money for clothing, telephone, special diets, furniture

What to do about debts and garnishments

Medical and dental care

How to negotiate your rights

This session is task-oriented and each participant will prepare her own budget under instructions from the discussion leader.

Session 3- The Welfare Recipient as an Advocate

Discussion will center around some of the more difficult conflict areas encountered by recipients with caseworkers:

Income- from employment, support payments, relatives; man-in-the-house rules

Charges of fraud, child neglect, mismanagement; residency requirements

Group discussion and problem analysis will help point up ways of resolving conflict situations with welfare personnel. Citations from state regulations will be studied to serve as a basis for pressing for legal rights.

Film: Welfare Rights (25 Minutes)

Session 4- Enforcing Your Rights - Welfare Rights Organizations-Part I

This session is designed to give participants an overview of the efforts that have already been made by welfare rights organizations and lawyers working in the interest of recipients. Discussion will include:

The function, purpose and goals of a welfare rights organization.

Techniques of organizing a group.

Leadership, program and strategy planning.

The development and uses of community power bases

The role of the legal service attorney.

Session 5- Enforcing Your Rights - Fair Hearings - Part II

Participants will be taught when and how the fair hearing procedure can be used as a tool to resolve grievances. Participants will role-play caseworkers, clients, hearing officers, welfare officials and advocates. This session is designed to set in clear focus the entire system and the responses which can be made on the recipient's initiative. Participants will draw from the knowledge gained in previous sessions. Specific case studies either from within the group or brought in by the discussion leaders will be used.

Efforts will be made to have attorneys experienced in this area present at this session.

Session 6- Is There An Alternative To Welfare?

This final session will deal with some of the theories currently being proposed as alternatives to the welfare program. Participants will discuss such concepts as:

Freedom Budget
Guaranteed annual income
Negative income tax
Family allowances
Work Training and Work Incentive Programs

The session will conclude with a brief discussion of community agencies, organizations, civic and church groups working in the field of welfare.

Evaluation
Certificate Awards

To: Ronnie M. Moore, Marvin Rich Date: October 11, 1968

From: Shirley M. Lacy

STATEWIDE TRAINING PROGRAM FOR NEW JERSEY WELFARE RIGHTS ~~ACTIVITES~~ ACTIVISTS

At the request of David Harris, Training officer of the New Jersey Community Action Training Institute (CATI), I have developed a residency program for persons active in the New Jersey Welfare Rights Movement.

BACKGROUND

On two previous occasions, trainers from CATI have made informal requests of me to work with them on the training of CAP staff members. I have been less than enthusiastic about this type of training. Not only has it turned out to be a waste of funds and time, but I firmly believe that the training approach in welfare must be directed toward recipients themselves. They must carry the major responsibility for many of the changes that can be effected.

Some time ago, George Wiley spoke to David Harris about the possibility of a CATI sponsored training program for the New Jersey groups. Only recently, has CATI been able to allocate sufficient funds for such training. On this basis Dave approached me with a request to set up a program. I have been given a free hand in the planning, recruitment of participants, selection of trainers, and the materials to be used. Two stipulations were made by CATI:

1. that the program be conducted during the month of October
2. that welfare rights people be involved as trainers or consultants.

9/23/68 I met with David Harris and four of his training interns in New Brunswick. We outlined the type of program to be developed. Dave assured me that the CATI staff members present would be available to assist in any way needed. He assigned Kate Cusac as his liason person to work with me on the hiring of consultants, the recruitment of participants through CAP contacts, the duplication of materials and the location of a training site. My task was to develop the curriculum and serve as a planning consultant before and during the workshop.

FINANCIAL ARRANGEMENTS

All consultants will be paid fifty dollars per day. SEDFRE'S fee is to be two-hundred dollars for planning and seventy-five dollars per day for the time spent at the workshop. CATI will cover the cost of the participants' transportation, and money for child-care, if needed, will be paid at the rate of twelve dollars per day. Busses will be sent to Newark and Trenton to pick up participants at these central points. Participants will be responsible for getting to the busses. CATI will cover this portion of the transportation also. Coordination of travel will be handled by CATI.

9/30/68 I met with Kate Cusac and David Harris at the Welfare Rights Project Office at 112 South Orange Avenue, Newark, to firm up dates, time, and places, and to outline the curriculum. Four leaders of the United Welfare Groups of Essex County were also present. They were: Mrs. Marian Kidd - Project Director, Mrs. Carolyn Keith - Chairman, U.W.G.E.C., Mrs. Nannette Adams - N.W.R.O. Community Coordinator, and Mrs. Marjorie Williams - State Representative. Le Roy Hush, their organizer, was also present. The welfare mothers indicated strong needs for Sensitivity Training and Leadership Development.

It was at this meeting that we learned from Dave that George Wiley had scheduled a workshop of N.W.R.O. leaders to be held in New Jersey also during the month of October. While all of us were surprised, none more so than the Newark Welfare Rights leaders, we continued our planning. The workshop will begin with participants assembling at the Brunswick Inn, New Brunswick, New Jersey on Sunday afternoon, October 13 at 5:00 P.M. It will conclude on Wednesday, October 16, after the luncheon meal.

DELEGATION OF RESPONSIBILITY

Recruitment -

Le Roy Hush and Marjorie Williams were assigned the northern part of the state and were to contact known groups in Camden, Plainfield, and Atlantic City. CATI accepted responsibility for recruiting groups in and below Trenton. Initial contacts were to be made by phone, with follow-up letters to the persons recruited.

KITS

Nannette Adams was assigned the task of selecting materials for the workshop kits. These will include materials from N.W.R.O. and S.E.D.F.R.E. Three films, "Our Welfare Rights", "No One to Help Us", "View at the Bottom", will be obtained from American Documentary Films, Inc., United Welfare Rights of Essex County and the Poverty Action Center Respectively. Film rental fees will be paid by CATI.

In previous meetings with the Newark Welfare Rights people, I had begun to develop a sense of their training needs. Having recently ended a twelve day sit-in at the administrative offices of the Essex County Welfare Board, The Newark mothers have become increasingly aware of their internal problems. They have assesed their needs as follows: Sensitivity, "learning to understand my sisters and brothers," public speaking, fund raising, organizing, togetherness and "What is my function" and "We have no money to exchange, but maybe we can help each other". At the meeting with CATI staff on September 30, these additional needs were listed:

Your role and responsibility to the Welfare Movement

Fair Hearings

Strategy Planning

How to conduct a meeting

Negotiating Techniques

The welfare system and how it works

Work Incentive Program

Also - Specific problems in rural areas, i.e. fear, harassment, working relationships with other community groups, i.e. The Brothers, legislative and political action, extending the advocacy approach to community services and facilities, i.e. hospitals, schools, private agencies, etc. It is obvious that such a workshop agenda is overly ambitious, but it points out the fact that community activities see training as a valuable and useful tool.

TRAINERS AND CONSULTANTS

A number of the trainers selected for this program are persons who have worked closely with the Newark Welfare Rights Project, during the time of SEDFRE'S sponsorship, No problems were encountered in getting them to volunteer to conduct the proposed workshop. Two of the trainers have been through the Rutgers Community Intern Program under Bob Curvin's leadership. Le Roy Hush, organizer, started his training initially with SEDFRE at a Suffolk County Workshop. The breakdown on trainers is as follows:

Six recipient trainers - Newark, New Jersey
Two recipients - Englewood, New Jersey
One recipient trainer - N. Y. C.
One Organizer - Camden, New Jersey
One Organizer - CATI
One Organizer - N. Y. C.
One attorney - Newark, New Jersey

with the trainers as the sessions evolve. Arrangements for training consultation will permit us to evaluate these sessions at meal time and at the close of each day.

I look forward to working on this program with enthusiasm. While it is fairly large in design, it will provide an opportunity for SEDFRE to test out a number of important training concepts and principles which we have discussed in our office, staff meetings, and at our own workshops.

TRAINERS AND CONSULTANTS

Nannette Adams	National Welfare Rights Organization, Coordinator	Newark
Marian Kidd	Director, Newark Welfare Rights Project	Newark
Marjorie Williams	N. J. State Rep., National Welfare Rights Organization	Newark
Maxine Mack	Action Chairman, United Welfare Groups of Essex County	Newark
Zona Shockley	Member, United Welfare Groups of Essex County	Newark
Katherine Hoyle	Chairman, Englewood Welfare Rights Organization	Englewood
Queen E. Hall	Vice Chairman, Englewood Welfare Rights Organization	Englewood
Beulah Sanders	Chairman, Citywide Coordinating Committee of Welfare Groups	New York City
Le Roy Hush	Organizer, National Welfare Rights Organization	New Jersey
Holbert James	Organizer, Citywide Coordinating Committee of Welfare Groups	New York City
Mike Edwards	Organizer, Black Peoples' Unity Movement	Camden
Stephen Nagler	Executive Director, American Civil Liberties Union	Newark
~~George Wiley~~	Executive Director, Poverty Rights Action Center	Washington, D. C.
Shirley M. Lacy	Welfare Director, S.E.D.F.R.E	Newark

RECEIVED
OCT 1
SEDF

AMERICAN EXPRESS

AMERICAN EXPRESS COMPANY, POST OFFICE BOX 36, NEW YORK, NEW YORK 10008, 212-677-1111

CREDIT CARD DIVISION

Oct. 16, 1968 sk 1

L

Scholarship Edu. & Defense Fund
164 Madison Av.
New York, N.Y. 10016

RE:
Shirley M. Lacy
287 Tietjen av.
Englewood, N.J.

Attention: Personnel Manager

Gentlemen:

In applying for an American Express credit card, the above person has indicated present or past employment with your company. To verify this, we would appreciate your noting your comments at the close of this letter and returning this correspondence in the envelope provided.

Your cooperation may assist the applicant in securing our credit card, and we assure you that the information will be held in strict confidence.

Sincerely,

M C Solomon
NEW ACCOUNTS DEPARTMENT

(Please do not detach this portion of the form)

Employed from May '66 to present Position ON STAFF LEADERSHIP TRAINING Dept

Age ____ Number of dependents 1 Monthly salary $730 Monthly commissions $ —

Expense Account? Yes ☑ No ☐ Would you recommend credit? Yes ☑ No ☐

If exact earning cannot be given please indicate if gross annual earnings are:

☐ Below $7,500
☐ $7,500 - $8,500
☐ $8,500 - $10,000
☐ over $10,000

x Marvin Rich
Authorizing Signature

209-7909

9107-16

NWRO ACTION CONFERENCE   Lake Forest, Ill.   August 22-26, 1968

Tentative Program

THURSDAY, AUGUST 22

10-12:30	National Coordinating Committee meeting
12:30-2 PM	Lunch
2-5 PM	Registration, Drake Theater. NCC meeting continues
5:30-7 PM	Dinner
7-8 PM	Registration continues, Drake Theater
8-10:30 PM	OPENING GENERAL SESSION Guest speaker: Dick Gregory.
10:30 ---	Registration continues

FRIDAY, AUGUST 23

8-9:30 AM	Breakfast
9:30-12:30	GENERAL SESSION--FIRST BUSINESS SESSION
12:30- 2PM	Lunch
2-5:30	ACTION COMMITTEE MEETINGS. These committees will be developing plans for NWRO's program for this year. All delegates and alternates may serve on a committee. No staff people will be on these committees.
6-7:30 PM	Dinner
8-10:30 PM	GENERAL SESSION. Guest Speakers

SATURDAY, AUGUST 24

8-9:30 AM	Breakfast
9:30-12:30	WORKSHOPS: Leadership Building Membership How to Run a Benefit Campaign Fair Hearings WIP Program Welfare Law Medical Care Public Relations Communications Fundraising and Middle-Class Support Citywide and Statewid Food Stamps Housing Everyone will be able to participate in three of these workshops.
12:30-2 PM	Lunch
2-5:30 PM	Committee meetings and workshops continue
6-7:30 PM	Dinner
8-	Party with special guests

SUNDAY, AUGUST 25

8-9:30 AM	Breakfast
9:30-12:30	workshops, committees prepare reports
12:30-2 PM	Lunch
2-5:30 PM	CLOSING SESSION. Action on Committee Reports.
6-7:30 PM	Dinner for those staying Sunday night and Monday.
8-10:30 PM	Strategy session regarding NWRO and the Democratic National Convention.

LEADERSHIP DEVELOPMENT LABORATORY

TITLE: NEGOTIATING THE SYSTEM

SPONSORED BY: THE NEW JERSEY COMMUNITY ACTION TRAINING INSTITUTE

PARTICIPANTS: COMMUNITY ACTIVISTS - BRONX, N.Y.

PLACE:

DATE: AUGUST 26th, AUGUST 27th, - 3:00 - 7:00 P.M.

Prepared by:

Shirley M. Lacy, Consultant
Scholarship, Education and Defense
Fund for Racial Equality
164 Madison Avenue
New York, New York 10016

Techniques of Negotiating - Part I

3:00 - 3:30 P.M.

Introductory General Group Discussion

Through the use of personal experiences, participants will attempt to define the meaning and purpose of negotiations as a tool for change. Emphasis will be placed on the differences faced by the individual in negotiating for his group or his community as opposed to negotiating for himself.

3:30 - 4:20 P.M.

Film - "The Troublemakers"

4:20 - 5:00 P.M.

Participants analyze film content through the use of the "fishbowl".

5:00 - 5:15 P.M.

Break

5:15 - 6:15 P.M.

Preparing Negotiations

This session is intended to acquaint participants with fundamental techniques useful in every phase of community organization. The ability to negotiate successfully will depend on how well the individual or group understands the principles of problem identification, goal setting, decision-making and strategy planning.

1. Getting the facts
2. Establishing the goals
3. Deciding the demands
4. Selecting the team

6:15 - 7:00 P.M.

Training Exercise

Situation: Several parents in your neighborhood are upset over the poor school curriculum, lack of adequate textbooks and the attitudes of a number of teachers. They have come to you for help. Dividing the group so as to represent the system and the parents, prepare to negotiate.

Techniques Of Negotiations - Part 11

This workshop is designed to sharpen the negotiating skills of the participants and to familiarize them with a variety of situations in which negotiations can be used as a tool for community change. The time sequences have been left quite loose to allow for flexibility but the basic format will consist of the following:

1. Division of total community into 3 groups - A, B and C.
2. Each group will prepare, in writing, 2 situations based on past or projected experiences for use as case studies.
3. Group A will negotiate with Group B, Group B with Group C and Group C with Group A. Ten minutes will be allowed for each negotiation.
4. Video Tape re-play (30 mins.)
5. Analysis and discussion.
6. Role-Reversal - Team Negotiators will role-play power agents. Group A will negotiate with Group B, Group B with Group C and Group C with Group A. Same time allotment as above.
7. Video tape replay (30 mins.)
8. Analysis and dicussion.
9. Review and summarization.

Guiding Training Principles

1. Each negotiation must represent issues relevant to participants' organizational range and scope.
2. Each participant will have an oppottunity to function in several roles-observer, team negotiator, reporter, representative of the establishment, member of the community.
3. Each participant will deal with situations which may be completely new to him.
4. Each participant must be made to feel that he has a real stake in the success of each negotiation, whether he be the chief spokesman, member of the community or observer.

SCHOLARSHIP, EDUCATION AND DEFENSE
FUND FOR RACIAL EQUALITY, INC.
150 Nassau Street - Room 1030
(212) 964-8210
New York, N.Y. 10038

PROPOSAL - SEDFRE proposes to create a Welfare Rights Center in Newark, New Jersey which will focus and coordinate the multi-lateral community efforts to pressure for rights and entitlements of welfare recipients. It is hoped that in the long run effective structural changes in the welfare system will result.

The proposal for a Welfare Rights Center is the outgrowth of a pilot program conducted in 1967 in Newark by SEDFRE. The initial project was to devise and distribute informational materials to guide welfare recipients in obtaining fair treatment and allotments. A manual entitled "Your Welfare Rights" was published in the summer of 1967. Ten welfare recipients formed the project planning committee: over 100 welfare recipients were involved in pre-testing the material in the manual, 18,000 copies of which have been distributed to key persons including welfare recipients, neighborhood welfare organizations, welfare department staff and leaders of related community programs. The manual is double-barrelled: it informs recipients of their rights and of the methods necessary to secure them. Training of welfare clients as advocates paved the way for maximum use of the manual.

PROGRAM OF THE CENTER

The Center is intended to fill the gap in training and coordination in the many on-going projects in Newark which are partly or wholly concerned with reform of the welfare system.

In the course of developing informational services, the SEDFRE Demonstration Project became related to anti-poverty groups such as the Welfare Committee, People's Action Group, Operation We Care, People in Progress, Project Concern, Operation Ironbound, Mutual Concern, Progress in Action, Central Area Welfare Association, Newark Community Union Project, and Newark Essex CORE.

The Center would perform the following functions--some of which are services that have been requested of SEDFRE by client groups but which could not be made available as the project was first constituted; others of which would fill gaps that have been perceived in the wide spread effort of community groups to mount an attack on the administration and structure of the welfare system:

1. Coordination- The Center will serve as the base through which client group activities can be more effectively coordinated. Presently, leaders of organizations have difficulty in making contact with each other for planning and action. Many

operate from their homes and do not have telephones. Those who operate out of anti-poverty offices are on volunteer schedules and are frequently not available when needed. As a result, the movement for welfare rights has been limited.

The Center would maintain contact with all leaders, and assist each organization in becoming a stronger and more functioning unit of a county-wide movement for welfare rights.

2. Train Lay Advocates to Service Welfare Recipients - It is proposed that four welfare recipients be trained to serve as lay advocates who will work with clients and assist them in processing grievances, through various levels of the welfare bureaucracy. It would be their function to accompany clients to welfare offices, to negotiate with supervisory personnel, and advise and refer to the Newark Legal Services those grievances calling for legal enforcement of rights. Funds will be needed for carfare and child care expenses. Experience has shown that welfare mothers are able and willing to perform well as lay advocates.

3. Develop Test Cases -- The Center will serve as one of the key points in the community for developing test cases for fair hearings. Recipients are just beginning to learn the effectiveness of the fair hearing procedure as a means of implementing state regulations. The Law Students Civil Rights Research Counsil at Rutgers University would cooperate in this part of the program. From three to five students would be available to research the law, seek out those cases around which either a massive protest can be developed, or a massive number of fair hearings can be demanded for related community groups.

4. Pressure for Enforcement of Rights- As welfare groups succeed in winning rights previously denied to clients, new forms of resistance develop. Moreover, administrative reforms won at upper bureaucratic levels are not always implemented in the local offices. For example, the ADC mother's long wait for support payments funneled through the Probation Department could be ended if local administrators would implement new state regulations. The Center would be a focus for efforts to gain compliance at local levels and to assure that clients receive the benefits that should accrue to them.

5. Broadened Information Services- The Center would continue to perform the information functions provided by the Demonstration Project. The demand is widespread for further distribution of "Your Welfare Rights". There is a pressing need to publish a Spanish edition. Training in the use of the manual is necessary because of continued turnover and mobility in the client constituency.

6. Range of Training Services- The Center will offer training in various forms to clients, to poverty workers, to staff of organizations and to others who seek guidance in tackling problems related to the administration of welfare.

The Center will provide basic training in rights and entitlements to members of welfare rights organizations. Clients who have the will and interest to study the system in depth and participate in programs to assist clients will receive training intensively. Candidates for the in-depth training will be developed by the Center and also referred by other groups.

Training takes the form of workshop sessions designed to provide information on welfare regulations and to develop the ability of the trainees to represent themselves and others in gaining rights and entitlements. Resource persons with expertise in such subjects as fair hearings, consumer problems, special grants and training programs participate in the workshops. Drawing on experience in sensitivity training of the Leadership Training Department of SEDFRE, the Center would respond to the request for training to improve communication among recipients, organizers and law students. In every case, the training will be geared to the special needs and interests of the prospective trainees.

The Demonstration Project has developed a training format of 1 day workshops for various community organizations such as headstart mothers active in the Newark Pre-School Council. Requests are pending from other groups which would be filled by the Center. These include anti-poverty staff in Essex, Union and Middlesex Counties. Training in the legal aspects of welfare problems with the aid of teaching materials to be prepared by the Center on Social Welfare Policy and Law at Columbia University is projected for law students (LSCRRC) at Rutgers University. The New Jersey Community Action Training Institute has made use of trained project personnel, including volunteer ADC mothers, in its training of anti-poverty staff both locally and on a statewide basis.

STAFF

The staff of the center will consist of a director, coordinator, four welfare advocates and one secretary. They will perform the functions outlined above.

For the first six months of the project the director will be Mrs. Shirley Lacy who developed the SEDFRE Welfare Rights Project in Newark. Other staff members will be welfare recipients.

After the six month period, Mrs. Lacy will be succeeded as Project Director by one of the welfare recipients. However, SEDFRE will make her available to the Center for advice and as a consultant from time to time as requested.

BUDGET

1 Center Director	$7500.00
1 Coordinator	$6000.00
4 Welfare Advocates @ $125.00 per person per month	$6000.00
1 Secretary	$5000.00
Rent, utilities and maintenance @ $100.00 per month	$1200.00
Telephone @ $60.00 per month	$ 720.00
Postage, mimeo, supplies	$1000.00
Travel	$ 200.00
	$27,620.00
Administrative Surcharge 10% (Taxes, Insurance, Bookkeeping, etc.)	2,762.00
TOTAL:	$30,382.00

REPORT OF EXPENSES -- Edwin A. Day -- WELFARE RESEARCH -- Philadelphia, Baltimore, Chicago
March 18, 1966 -- April 13, 1966

Date(s)	Travel	Local Trans.	Hotel	**Meals**	Photo-Copy	**Phone**	**Misc.**	Total
March 18	3.20	.90	8.40	3.95		1.89		18.34
March 19	22.07	.75	8.40	6.49	2.70	.40		40.81
March 20		.55	8.40	6.17	2.10	.20	.85	18.27
March 21		4.15	8.00	5.19		3.04	.31	20.69
March 22	3.20	5.80		1.97	.25			11.22
March 23		1.30						1.30
March 24		.30		1.50				1.80
March 25	7.65			4.68				12.33
Maech 29	18.00	8.01		2.65				28.66
March 30		2.00	3.60	4.90				10.50
March 31		3.25		5.80				9.05
April 1	7.45	7.25	4.75	4.15	1.60	.40		25.60
April 2		.15		1.00				1.15
April 6	38.54	1.30						39.84
April 7		2.40		4.25				6.65
April 8		4.85		3.75	1.25	1.00		10.85
April 11		2.65		2.95		2.00		7.60
April 12		6.50		4.95		1.75		13.20
April 13	38.53	10.40		6.90		.65	1.04	56.48
TOTALS	138.64	62.51	41.55	71.25	7.90	11.33	2.20	335.38

Days Worked: March 18-25 = 8 days
March 28-April 1 = 5 days
April 4-8 = 5 days
April 11-13 = 3 days
Total Days Worked = 21 days @ $40 per day = $840.00

TOTAL EXPENDITURES

Salary =	$840.00
Expenses =	$335.38
Total =	$1,175.38

Note: Above report does not include "write-up" of Chicago Research and several long distance calls for which bills have not yet been received.

Memorandum

To: Marvin Rich

From: Shirley Lacy

Request for per diem salary for the period from 8/8 through 8/19 (10 days) @ $30. per diem

OK MR

Ck # 773
8/25/66

October 10, 1966

To: Marvin Rich, Exec. Dir.
From: Shirley Lacy

Expense Memorandum

Week ending Oct. 7, 1966

Tolls	$ 8.00
Parking	8.75
Dinner Meeting - NASW 10/6 Robert Treat Hotel, Newark	5.00
Gas and oil allowance - 304 mi. @ .08 per mi.	24.32
	$46.07
1 Welfare Action Handbook Citywide Coordinating Comm.	5.00
Total	$51.07

OK
M.R.
Welfare

Pd. ck # 951

10/18/66

To: Marvin Rich, Executive Director

From : Shirley Lacy

Expense Memorandum

For the week ending October 14th

Parking Fees	$ 2.50
Toll Charges	7.10
Gas & Oil Allowance- 243 mi. at $.08 per mi.	19.44
1 Directory of Social Agencies in Essex and Hudson Counties	1.10
Total	$30.14

October 24, 1966

To: Marvin Rich

From : Shirley Lacy

Expense Memorandum

For the week ending October 22, 1966

Parking Fees	$5.00
Toll Charges	7.60
Gas & Oil Allowance - 366 mi at $.08 per mi	29.28
	$41.88

November 28, 1966

To : Marvin Rich

From: Shirley Lacy

Re: Expenses

For the week ending Oct. 28	
Gas & Oil allowance - 279 mi. @ $.08 per mi	$22.32
For the week ending Nov. 4	
Gas & oil allowance - 215 mi @ $.08 per mi	17.20
For the week ending Nov. 18	
Gas & Oil allowance -453 mi @ $.08 per mi	36.24
For the week ending Nov. 25	
Gas & Oil allowance - 249 mi @ $.08 per mi	19.92
Total	$95.68

Expenses as per previous memoranda not yet reimbursed	
For the week ending Oct. 14	30.14
For the week ending Oct. 22	41.88
Total	$167.7

1071
11-29-66

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WILLIAM A. GOLDMAN & CO.

Bonded Specialists for Collections and Adjustments

~~61 WEEQUAHIC AVENUE~~
NEWARK, N. J. 07112

WAVERLY 3-3506

42 RENNER AVE.
[redacted]

$5000. BOND FILED WITH
THE STATE OF NEW JERSEY
TO PROTECT CLIENTS

BANK AND BUSINESS REFERENCES
FURNISHED UPON REQUEST

February 2, 1967

Mrs. Shirley M. Lacey
136 W. Market Street
Newark, N. J. 07103

Re: Slifer Typewriter Co
claim $125.00

Dear Mrs. Lacey:

The above named creditor has placed in our hands for quick action, a claim against you in the sum of $ 125.00

Before listing you as a bad account with credit reporting agencies, we urgently request that you settle with us without delay and avoid further drastic steps in the matter. In fairness to you, we shall hold further action in abeyance a reasonable time for your payment. This will give you an opportunity for remittance or satisfactory explanation.

We are required to collect interest in addition to the above amount. It is our urgent suggestion that you attach payment to this letter and return in the self-addressed envelope enclosed immediately. Interest will be waived if you do so.

Yours very truly,

WILLIAM A. GOLDMAN & CO.

by P R Goldman
Manager

Paid $110.00
Remainder to be
Credited on rental
paid in advance and
not used ($15.00)

PRG: c
ENC: env

P.S. Please make check or money order payable to the order of William A. Goldman & Co. A receipted bill will be sent you by return mail. Thank you.

P.R.G.

February 9, 1967

Newark Welfare Rights Project
150 Nassau St.
New York, N.Y.

Gentlemen:

We are renting to you the store located at # 112 So. Orange Ave. Newark, N.J. on a month to month basis at the monthly rental of $ 70.00 payable in advance commencing with March 1, 1967.

We will not supply any heat other than what is now supplied to other tenants in the building.

We will supply a reasonable amount of paint sufficient to decorate the store, and we will cover the floor with ordinary linoleum.

We will assume responsibilty for any ordinary repairs applicable to the building. We will not be responsible for any maintenance.

Very truly yours,

Joseph Corrente

JOSEPH CORRENTE
LANDLORD.

ACCEPTED

Shirley M Lacy

Memorandum

To: Marvin Rich

February 20, 1967

From: Shirley Lacy

Re: Travel Expenses

For the Week Ending Jan. 6, 1967 193 mi. at $.08 per mi.	$15.44
For the Week Ending Jan. 14, 1967 333 mi. at $.08 per mi.	26.64
For the Week Ending Jan. 20, 1967 271 mi. at $.08 per mi.	21.68
For the Week Ending Jan. 27, 1967 396 mi. at $.08 per mi.*	31.68
For the Week Ending Feb. 3, 1967 403 mi. at $.08 per mi.**	32.24
For the Week Ending Feb. 10, 1967 784 mi. at $.08 per mi. ***	61.72
Meals	28.28
Tolls	6.70
R. R. fare from Trenton to Newark for 3 persons	7.11
For the Week Ending Feb. 18, 1967 360 mi. at $.08 per mi.	20.80
	$252.29

* Incl. Trip to Vassar, Poughkeepsie, N. Y.

** Incl. Trip to Rutgers Community Action Training Institute, New Brunswick, N. J.

*** Incl. Trip to National Welfare Rights Meeting, Washington, D. C. 4 persons - 3 days

#1472
3/8/67

2/27 [1967]

Dear Marv,

I think the amount I've asked for is fair (indeed, I think it's minimal), but I realize that it may not be forthcoming. In other words, my conscience is clear, but my hopes aren't up.

Dan

RECEIVED
[illegible] 28 1967
SEDF

$500 paid
balance on completion

~~Aug 1~~ balance paid
8/1/67

Daniel Chasan
205 West End Ave.
New York, N.Y.

2/27/67

INVOICE

To: The Scholarship, Education and Defense
Fund for Racial Equality
150 Nassau Street
New York, N.Y.

For: preparation of booklet on Newark welfare rights

The amount of: $1000 (one thousand dollars)

Daniel Chasan

To: Marvin Rich, Executive Director

From: Shirley Lacy

Financial Statement - Newark Welfare Rights Project

Date	Check #	Name	Purpose	Amount
2/3/67	1018	William A. Goldman & Co. Collection Agcy.	In payment of stolen typewriter	$110.00
2/6/67	1019	Bellevue Hotel	Natl. Welfare Rights Meeting	42.15
2/10/67	1020	Joseph Corrente	Deposit on new Project Office	50.00
2/17/67	1021	Gladys Thomas	Office Supplies	9.00
2/23/67	1022	Cash - Shirley Lacy	Travel to North Atlantic Series Workshop (4participants)	40.00
		Fidelity Union Trust Co.	Checkbook	5.82
		Fidelity Union Trust Co.	Monthly Service Charge	1.50
3/2/67	1023	Council of Social Agencies	Registration Fee Welfare Conference on 3/10/67	3.00

Balance	1/30/67	$ 19.71
Deposit	2/3/67	280.29
		$300.00
Amount Spent		$261.47
Balance in Acc't -		38.53

#1496
3-10-67

Date: April 3,1967

Duplicate

To: Marvin Rich

From: Shirley Lacy

Financial Statement

Date	Check #	Name	Purpose	Amount
3/27	1032	Plywood World	Supplies	$ 49.87
3/28	1033	Gelman Lumber	Supplies	139.87
3/29	1034	N. J. Welfare Council - ~~4~~5 persons	Welfare Conference	22.00
3/31	1035	Gladys Thomas	Salary - 1 wk.	74.18
3/31	1036	Joseph Corrente	Rent for mo. of April	70.00
3/31	1037	Charles Cooper	Construction labor Project office	50.00
Service charge on checking account				1.50
				$407.42

Check issued 3/24/67 #1031 returned - insufficient funds

Balance in account as of 3/27/67		$78.87
Deposit	3/27/67	349.69
		428.56
Amount spent		407.42
Balance	4/3/67	21.14

paid #1675

300.00
21.14
278.86

April 4, 1967

To: Marvin Rich, Executive Director

From: Shirley Lacy, Welfare Director

Financial Statement- Welfare Rights Project

Date	Check#	Name	Purpose	Amount
3/27	1032	Plywood World	Supplies	$ 49.87
3/28	1033	Gelman Lumber Co.	Supplies	139.87
3/29	1034	N.J. Welfare Council	Annual Luncheon Conference -4 persons @ $5.50 ea.	22.00
3/31	1035	Gladys Thomas	Salary - 1 wk.	74.18
3/31	1036	Joseph Corrente	Rent -month of April	70.00
3/31	1037	Charles Cooper	Labor-work on project office	50.00
		Service Charge on checking account		1.50
				$407.42

Check # 1031 issued 3/24/67 returned -insufficient funds

Balance in account	3/27/67	$ 78.87
Deposit	3/27/67	349.69
		$428,56
Amount spent		$407.42
Balance 4/4/67		$ 21.14

4/17/67

To: Marvin Rich, Executive Director

From: Shirley Lacy

Re: Expenses advanced - H.E.W. office - Wash. D.C.
South Carolina Workshop - Darlington
4/13 - 4/16

Eastern Air Lines	$92.38
Taxis to and from H E W office Taxis to and from Airport	11.45
Meals	6.60
Dodge Hotel - Wash. D.C.	21.20
Miscellaneous - (tips)	1.20
	132.83

Expenses advanced	$150.00
Amount Spent	132.83
Balance returned to SEDF	17.17

reimbursement

Memorandum

To: Marvin Rich April 18, 1967

From: Shirley Lacy

Re: Travel Expenses

Expenses for week ending Feb. 24 321 mi. @ .08 per. Mi.	$25.68
Expenses for week ending Mar. 3 349 mi. @ .08 per mi.	27.92
Expenses for week ending Mar. 10 502 mi. @ .08 per mi.	40.16
Expenses for week ending Mar. 17 482 mi. @ .08 per mi.	38.56
Expenses for week ending Mar. 24 488 mi. @ .08 per mi.	39.04
Expenses for week ending Mar. 31 473 mi. @ .08 per mi.	37.84
Expenses for week ending April 7 372 mi. @ .08 per mi.	29.76
	$238.96

Pd 1/5/67
Check No. 1639

May 2, 1967

Received from the Scholarship, Education and Defense Fund -Welfare Rights Project, the sum of $185.00 for:

Painting of Project office -	$115.00
Rent - Month of May 1967 -	70.00

Joseph Corrente

Landlord

Paid from SEDF acc't -

May2,1967

Received from the Scholarship, Education and Defense Fund For Racial Equality- Welfare Rights Project the sum of $24.00 for electrical work at 112 South Orange Avenue, Newark,

John Thomas

STATE LIC. 32454800

Phone: 623-7017
JULIUS J. TAYLOR
108 South 6th Street
Newark, N. J. 07107

Greenwood Carpenter Shop

Carpenter
Cabinet Work — General Repairs — Alterations

CONTRACT

Date May 23 1967 19

The undersigned Contractor agrees to furnish all Material and Labor necessary to do modernization work on premises located at the following address:

Mr. - Mrs. Shirley Lacey

No. 112 S. Orange (Street) Newark, (City) Essex (County) New Jersey (State)

in accordance with specifications given below.

SPECIFICATIONS

Install and connect one 4 ft. floresent light in the ceiling.

Install and connect 2 recess light in the ceiling.

Hang the black board on the side wall.

Material and Labor	$ 99.88
Tax..	$ 2.99
Total	~~$102.87~~ adjusted to $170.00

All for the sum of ______ $______

The undersigned property owner agrees, upon completion of said work, to pay

Cash (if any) ______ $______

and execute a promissory note for the

balance of ______ $______

Payable in ______ equal monthly installments.

Owener further agrees that the equity in this property is security for this contract, that property will not be sold or title transferred until full payment of this contract has been made. This agreement shall become binding only upon written acceptance hereof, by the principal or authorized officer of the contractor, or upon commencing performance of the work.

IN WITNESS WHEREOF the undersigned has (have) hereunto set his (their) hand(s) and seal(s) the day and year first above written.

______ Contractor

______ Husband or Purchaser

______ Authorized Agent

______ Wife or Joint Purchaser

May 31, 1967

To: Marvin Rich, Executive Director

From: Shirley Lacy, Director, Welfare Program

Financial Statement

Date	Check #	Name	Purpose	Amount
4/28/67	1038	Francis Pinkett	Trans. to SEDF workshop Camp Linwood, N.J.	$ 10.00
5/8/67	1039	N.J. Bell	Telephone	102.71
5/8/67	1040	Public Service	Elec. Bill	15.60
5/9/67	1041	Cash	see att.	100.00
5/16/67	1042	Cash	Reliable Elec. Supply- $8.13 Superior Elec. Supply $8.19 Clients' carfare, $4.00	20.00
5/9/67	1043	Gladys Lowery	Carfare-2 wks.	10.00
5/29/67	1044	Gladys Lowery	Carfare-2 wks.	10.00
				$268.31

Balance in account as of 4/3/67	$ 21.14
Service charge for 4 months @ $1.50 per mo. (not previously deducted)	6.00
	$15.14
Deposit 5/5/67	$278.86
	$294.00
Amount Spent	268.31
Balance in account-5/31/67	25.69

OK MR

300.00
25.69
$274.31

#1746
6/1/67

[illegible] - file folder

6/15/67

To: Marvin Rich, Executive Director

From: Shirley Lacy

Financial Statement

Date	Name	Purpose	Check No.	Amount
6/1/67	Joseph Corrente	Rent	1045	$ 70.00
6/6/67	Smith's Typewriter City	1 Mo. Rental Olympia Elec. 5646-121184	1046	20.00
6/6/67			1047	Void
6/6/67	Cash	See list att.	1048	125.00
6/12/67	Public Service	Elec. bill	1049	10.35
6/12/67	N.J. Bell	Telephone	1050	49.84
6/12/67	Union Towel	Hand towels	1051	5.90
6/14/67	Barbara Roman	Carfare & Child care	1052	9.30
				$ 290.39
		Monthly Service Charge		1.50
				$291. 89

1810 6/15/67

Balance in account as of 5/31/67		$ 25.69
Deposit	5/31/67	274.31
Amount spent		291.89
Balance in account		$ 8.11

June 30, 1967

To: Marvin Rich, Executive Director

From: Shirley Lacy

pd 6/30
Ck # 1860

Expense Memorandum

I would like to have you issue a check for the July rent on the Newark project office in the amount of $70.00, payable to Joseph Corrente.

OK
MR

7/7/67

To : Marvin Rich, Executive Director

From Shirley Lacy

welfare

Financial Statement

Date	Name	Purpose	Check #	Amount
6/26	Cash	See receipts att.	1053	$150.00
6/28	America Gonzalez	Carfare & Child Care	1054	8.00
6/28	Barbara Roman	Carfare & Child Care	1055	7.00
6/28	Charlotte Jackson	Carfare & Child Care 3 Days	1056	15.00
7/2	Cash	See Receipts att.	1057	50.00
7/5	Cash	See receipts att.	1058	25.00
7/6	America Gonzalez	Carfare & Child Care	1059	6.00
7/6	Barbara Roman	Carfare & Child Care	1060	6.00
				$267.00
		Monthly Service Charge		1.50
				$268.50

OK

MR

Balance in account as of 6/15/67	$8.11
Deposit - 6/16/67	291.89
New Balance	$300.00
Amount spent	$268.50
Balance in account as of 7/7/67	31.50

Paid 7/10/67 ck # 1870

July 7, 1967

Memorandum

To: Marvin Rich, Executive Director

From: Shirley Lacy

Welfare

Re: Travel Expenses

Unfortunately, I have not kept as accurate a record of my actual travel, including workshops and evening meetings, as in the past. However, I can report my minimum daily travel at 50 miles a day. The period covered by this request is from the date of my last record to you, for the week ending April 7th, through July 7th. This is a period of 13 weeks.

Daily Mileage	Total Mi. for the Period	Rate Per Mi.	Cost
50	3250	$.08	$260.00

OK

MR

Paid 7/10/67 CK # 1869

BERNARD SEAMAN

156 EAST 37TH STREET NEW YORK, N. Y. 10016 MU 3-9775

July 15, 1967

S.E.D.F.R.E.

Art work:

Design and Mechanical - booklet

8¼ X 4½ - Cover and 40 pages
2 colors

YOUR WELFARE RIGHTS

....

$ 450.

cc Neil

Chasen

176

Hfanses

August 10, 1967

Bernard Seaman
156 East 37th Street
New York, N.Y.C. 10016

Dear Mr. Seaman:

Enclosed, please find our check in the amount of $50 in payment for the very fine art work you did on SEDFRE's Welfare Rights Manual.

Thanks so much.

Cordially,

Marvin Rich,
Executive Director

Enclosure as stated
check #1995

8/14/67

To: Marvin Rich, Executive Director

From: Shirley Lacy

Financial Statement - SEDFRE WELFARE RIGHTS PROJECT

Date	Name	Purpose	Check #	Amount
7/11	Union Towel Supply	Linen	1061	$2.95
7/11	N. J. Bell	Telephone	1062	111.13
7/19	Public Service	Utilities	1063	3.92
7/11	America Gonzalez	Carfare & child care	1064	8.00
7/19	Cash	See attached	1065	30.00
7/21	Smith's Typewriter City	Rental-1 Olympia Elec. 7-6 to 8-6	1066	25.00
7/31	Party Center	Rental-2 doz. Folding chairs From 6-2 to 8-2	1067	22.66
8/1	Joseph Corrente	Rent- 8-1 to 9-1	1068	70.00
				$ 273.66
		Monthly Service Charge		1.50
				$275.16

Balance in account as of	7/7/67	31.50
Deposit	7/11/67	268.50
New Balance		300.00
Amount spent		275.16
Balance in account as of	8/14/67	24.84

MEMORANDUM

October 16, 1967

TO: Marvin Rich

FROM: Shirley Lacy

SUBJECT: Attendance at Conference

For the next two days, October 17 and 18 I will be attending the Conference on Mass Media and Race Relations. In the event that you need to get in touch with me, the Conference will be held at the Journalism Building, Columbia University, Broadway at 116th Street. I do not have the phone number.

NORTH CAROLINA FUND
OPPORTUNITY

THE NORTH CAROLINA FUND
POST OFFICE BOX 687 DURHAM, NORTH CAROLINA 27702 PHONE 682-5785

GEORGE H. ESSER, JR.
EXECUTIVE DIRECTOR

October 19, 1967

Mrs. Shirley Lacy, Director
Welfare Program
Scholarship, Education and Defense Fund
for Racial Equality, Inc.
150 Nassau Street
New York City, New York

Dear Mrs. Lacy:

As Jane Reese discussed with you on the phone, we would like to engage your services as consultant to the North Carolina Fund for the purpose of participating in the workshops on Community Organization at the North Carolina Poor People's Conference, November 17-19 at the Sir Walter Hotel in Raleigh, North Carolina.

The conference, to be attended by approximately 130 poor people from across the state, will begin at 7:00 p.m., Friday, November 17 and end at 2:00 p.m. on Sunday, November 19. The workshops on Community Organization will be divided into three sections: Short introduction, organization around housing, and organization around welfare. We would like you to include such basic information as techniques used to organize recipients, issues around which groups are formed, methods used to attack these issues, and, from your own experience, the general success or failure of these methods in achieving change. Each workshop will last approximately two hours. In order that those attending the conference will have a better understanding of the issues involved, one entire workshop will be devoted to the welfare system as it operates in North Carolina and will be run by the Assistant Commissioner of State Public Welfare.

As Jane mentioned to you on the phone, you will be handling six separate workshops on Saturday and Sunday, the idea here being that everyone attending the conference should have the benefit of taking part in the different topics of discussion (housing, welfare, voter education, credit unions and buying clubs, community owned industry, and community organization).

You will be paid a fee of $50.00 per day or a total of $100.00 for the weekend, and will be reimbursed for travel and related expenses. For your convenience, I am enclosing a form for Statement of Consultant Time Worked and a form for claiming reimbursement of travel expenses. I call your attention to our policy on travel and per diem which is stated on the back of the travel reimbursement form. Please submit your request for payment, along with receipts for common carrier expenses to the North Carolina Fund and allow at least 15 days for processing. Travel expenses are paid bimonthly on the 10th and 25th of each month.

If you will let Jane Reese know the time of your arrival at the Raleigh-Durham airport on the 17th, we will be happy to have someone meet you there.

Please sign two copies of this letter in the space indicated and return to the North Carolina Fund to my attention.

Sincerely,

Howard Fuller/egh

Howard Fuller, Director
Department, Community Organization

THE NORTH CAROLINA FUND

CONSULTANT

HF/smn

[n.d.]

Explanation of Expenditures
Under Check # 1041

Name	Item	Amount
Reliable Hardware	1 Disston Saw	$ 9.22
Rickel Bros.	Lumber	4.69
General Car Leasing	Rental of SW	17.80
Sears, Roebuck Co.	Staples (for gun)	3.50
Gelman Lumber Co.	Lumber supplies	4.12
Kresge Co.	Ext. Cord, Bulb, Adapter	1.51
Joseph Ricciardi Co.	Paint	1.91
Rickel Bros.	Lumber, Wood Renewer	7.77
Two Guys Co.	Varnish, Brush	2.87
American Salvage Co.	1 Typewriter Table, 2 Wastepaper baskets	16.48
Bambergers'	1 Desk File	4.11
Richie's Moving Co.	Trans. 1 Desk, Blackboard Englewood to Newark	13.00
Party Center Co.	Rental 2 Doz. Folding Chairs	11.33
Columbia Stationery	1 Typewriter Ribbon	1.81
		$ ~~100.12~~ 100.00

Shirley Lacy

OK
MR
#884

[n.d.]

Explanation of Expenditures
Under Check # 1041

Name	Item	Amount
Reliable Hardware	1 Disston Saw	$ 9.22
Rickel Bros.	Lumber	4.69
General Car Leasing	Rental of SW	17.80
Sears, Roebuck Co.	Staples (for gun)	3.50
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Columbia Stationery	1 Typewriter Ribbon	1.81
		$ ~~100.12~~ 100.00

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 5/10/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Lovarna Johnson	Seisler	1.00	Lavarna Johnson
Lillian Purdie	Carfare	1.00	L. P.
Bettie Smith	Carfare	1.00	B. S.
Elzabeth askue	Carfare	1.00	E. A

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT

Date 5/18/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Ruby Hill	Carfare	1.00	R. H.
~~[illegible]~~	~~Child Care~~	~~[illegible]~~	~~[illegible]~~
Elizabeth Askue	Carfare	2.00	E A
Louise Smith	Carfare	1.00	L. S.
Iona Shockley	Carfare	1.00	I. S
Harriet Simpson	Carfare	1.00	H. S.
Lavarra Johnson	Carfare	1.00	L. J.
Norma Lugo	Carfare	2.40	N L
Juanita Lowery	Carfare	2.00	J. L
		11.40	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 5/24/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Miss. Harriet. Simpson	Carfare	1.00	H.S.
Mrs Zona Shockley	"	1.00	Z. S.
Mrs Lovarra Jamason	"	1.00	L J
Mrs Emma Barrett	"	1.00	E. B.
Rose Edgeely	"	1.00	R. E
Barbara Román	Baby sitter & Carfare	6.00	B. R.
Buenaventura Rivera	Carfare	1.00	B. R.
Mrs. Annie Bethel	"	1.00	
Carrie Otanie	"	1.00	C O 7
Flettie La Coste	"	1.00	F. L. C.
Mary Carr	"	1.00	M. C
Norma Lugo	Carfare	2.40	N. L.
		18.40	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 5/31/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
ZONA SHOCKLEY	CARFARE	1.00	L Shockley
BETTY ~~SMITH~~ Ritter	"	1.00	B. R.
LAVARRA JOHNSON	"	1.00	L. Johnson
ANNIE Bethel	"	1.00	A. Bethel
Mary Carr	"	1.00	M. Carr
FLETRIE LACOSTE	"	1.00	F. LaCoste
Buenaventura Rivera	"	[redacted]	
Mirta Rosado	"	[redacted]	
Emma Barrett	"	1.00	E. Barrett
Delia Silva	"	[redacted]	
Miguel Rosado	"	[redacted]	
Dorothy E Ellis	"	100	D.E. D.E. Ellis
Lorraine Moore	"	100	L. Moore
Elizabeth Askue	"		
Etha Rhodes	"	5.00	E. R.
		14.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 6/5- 6/9 [1967]

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Effie Mae Allen	Carfare	1.00	Effie Allen
Donald Royster	Carfare	2.00	DR
Mary Forbes	Carfare	2.00	MRF
Carrie O'Faire	Carfare	2.00	C.O.F
Mrs. Shockley	"	1.00	Zona Shockley 2.5
Mrs Johnson	"	1.00	L. Johnson
Mrs. Ellis	"	1.00	D Ellis
		10.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT   Date 6/14/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Adela Torres	Child Care	$5.00	~~A.G.~~ A.T.
America Gonzalez	Carfare	2.00	A.G.
Mrs. Burgos	"		
Miss Perry	"	1.00	S.P.
Mrs. Carr	"	1.00	M.C.
Emma Barrett	"	1.00	E.B.
Mrs. Davis	"	1.00	Davis
Mrs Riddick		1.00	
Carmem Alvarez	"	1.00	W M
Anulda Burgos	"	1.00	C.A.
		~~1.00~~	
Bettye McNair	"	"	
Edna Rhodes		1.00	B H
Jessie Lark	Child Care + Carfare	5.00	E.R.
	Child Care + Carfare	5.00	J L
Lavarra Johnson	Child Care + Carfare	5.00	L J
		$30.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT

Date 6/15/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
America Gonzalz	Carfare	$1.00	A.G.
Mary Forbes	Carfare	2.00	M.F.
Effie M. Allen	Carfare	2.00	E.A.
		5.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 6/27/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Emma Barrett	carfare	$1.00	E. B.
Josephine	carfare	1.00	D A
Betty McNair	carfare	1.00	B. McN.
Willie Riddick	carfare	1.00	MWR
Barbara Román	carfare	1.00	B. R.
Dian Turner	carfare	1.00	D. T.
Marjorie Williams	carfare	1.00	M. W.
Maxine Mack	carfare	1.00	M. M.
Lorraine Moore	carfare	1.00	L. M.
Ethy Moore	Carfare	1.00	E. M.
Barbara Roman	Baby-sitter	6.00	B.R.
America Gonzalez	Carfare + Babysitting	6.00	A.G.
Effie Allen	Carfare	1.00	E. A.
Mary Forbes	Carfare	2.00	MRF
Norma Lugo	Carfare	2.00	N.L.
		$27.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT

Date 6-28-67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Emma Barrett	Carfare	.50	E. B.
Sarah Perry	"	.50	S. P.
Mrs. Davis	"	.50	J D
Ann Turner	"	.50	A. T.
M. Williams	"	.50	M. W.
M. Mack	"	.50	M. M.
Mary Maddox	"	.50	M M
Mrs. Hunter	"	.50	H H
Mrs. Riddick	"	.50	W R
D. Carter	"	.50	D. C.
L. Johnson	"	.50	L. a
Bettie Ritter	"	.50	B. R.
Zona Shockley	"	.50	Z. S.
~~[illegible]~~	"	~~[illegible]~~	~~[illegible]~~
Annie Davis	"	1.00	A. D.
Mary Carr	"	.50	M. C.
Erthy Moore	"	.50	E. M.

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 6-28-67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Lorrine Moore	Carfare	.50	L. M.
Pearl williamson		.50	P W
		$9.50	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 6/30/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Effie Allen	Carfare	4.00	E. A.
Norma Lugo	Carfare	2.00	N. L.
Barbara Román	Carfare	1.00	B R
Americo Gonzalez	Carfare	1.00	A G
		8.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT Date 7/5/67

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Emma Barrett	Carfare	1,00	E. B.
~~Willie Mae Riddick~~		$	
Josephine Davis	"	1.00	J D
Maxine Mack	"	1.00	M. M.
Olga Grillo	"	1.00	O. G.
America Gonzalez	"	6.00	
Marjorie Williams	Carefare	100	M.W
Willie Riddick	"	1.00	W R
Norma Lugo		2.00	
		14.00	

WELFARE RIGHTS PROJECT

PARTICIPANTS' EXPENSE REPORT

Date [7 6-7-67]

NAME	DESCRIPTION (Carfare/child care)	AMOUNT	SIGNATURE
Mrs. Davis	''	''	
Mrs. Rivera	''	1.00	M.R
Mirta Rosado	''	1.00	B.R.
Mrs. Turner	''	1.00	A.M.S.
Mrs. Bethel	''	1.00	A. Bethel
Mrs Carr	''	1.00	M.C.
Miss Williams	''	1.00	D.W.
Mrs Barrett	''	1.00	E. Barrett
Mrs. Ruby Hill	''	1.00	R.H.
~~Mirta Rosado~~	~~''~~		[illegible]
Miss Perry	''	1.00	S.A.P.
		$9.00	

SHIRLEY LACY
287 TIETJEN AVENUE
ENGLEWOOD, N. J.

STRYCKER'S BAY - 7496200

COMMUNITY ACTION PROJECT

TRAINING PROGRAM DESIGN

Submitted to the Office of Economic Opportunity
August 1, 1966

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TRAINING PROGRAM DESIGN

I Guidelines for the Training Program

1. The primary objective of this project is action, not training. This action, as described generally in the original proposal and in more detail in this design, will revolve around organizing the poor and assisting them to engage in social action around issues that affect them and to develop the power to influence community or governmental programs in which they have a stake. Training will be a means of facilitating this action, rather than an end in itself. This is different for example from a program where training has academic or vocational goals. If this is true, then training in this project must constantly spring from the needs of the action program and lead back into the goals of the action program.

2. Training must also be closely linked to action for methodological reasons. It is assumed that people generally learn best by doing. This is probably particularly true of people who do not have the educational foundation or academic discipline to handle abstract material or information unrelated to concrete events in their lives. It is further particularly true of people whose motivation for learning will, as mentioned above, arise out of the utility of information for action, rather than interest in the information itself. For these reasons it is felt that training of the poor will "take" best when it is related to issues and actions they are interested in.

3. The closeness of the training to the action program, plus the complexity of the potential subject matter in such fields as housing and public welfare will require that the training curriculum be paced with the events in the field and put in a sequence that is related to the evolution of the action program. Thus information should be communicated as it is needed and meaningful in the field. Moreover, the needs of both the action and training program will require that information and activities of a simpler and more basic nature come first, with gradual increase in complexity and degree of sophistication. This need not necessarily limit the scope of the program either in training or in action, and on the contrary, by laying a foundation may enable both to go farther.

4. The close relationship between the training and action programs, and the unpredicatable nature of an action program arising out of community organization, require that the design of the training program provide for considerable flexibility and adaptability without at the same time giving up the sequence, thoroughness and scope that are required by the complexity of the subject matter. These different requirements will be met by projecting in each subject area all the elements that should go into the curriculum and a general sequence of training that is determined by the complexity of the material as well as by the anticipated sequence of activities in the field, but providing curriculum detail only on the starting points in each subject area. In this way sequence can be easily changed as the action program evolves, each element can be detailed as it becomes relevant in the field and the specific content, slant and manner of presentation can be shaped to be most useful in the field. It will mean, of course, that curriculum design will be an outgoing process, and will not be finalized by this document, nor necessarily in the first several months of the project.

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II. Curriculum Design ....

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A. Phasing ....

B. Selection of Community Workers and Trainees ......

C. Field and Training Assignments ....

D. Training Schedule and Methodology

II Curriculum Design

The above considerations have guided the development of the curriculum design along a particular path:

FIRST, the major issues affecting the poor on the West Side were identified in order to forsee the primary foundations of the action, and thus the training program. These issues were generaly indicated in the original proposal, but they needed to be checked, refined, defined in more detail, and possibly ordered in terms of priorities. Closely related to this identification of issues was a specification of the major activities among or on behalf of the poor which had evolved around these issues to date.

SECOND, to the extent possible a social action strategy was fashioned for each issue, and the probable field activities arising from this strategy were projected. These strategies of course are not irrevocable but they represent the best thinking of poor residents and professionals closely identified with them based upon the successes and failures of previous efforts, the stage of development of each issue on the West Side, including the history of involvement of various public and private agencies and citizens' groups, and related city, state and national development. As projections, both the strategies and the field activities may change, but they serve as a guide for curriculum development and projection at this point.

THIRD, with the action strategy and the field activities in mind the curriculum began to take shape in terms of the information that the trainees would need to have to carry out the field activities, some of the training techniques suggested by the kind of material, needed information and subject areas as the projected action unfolded, and the over-all socpe of the curriculum if the strategy is to be successful.

In the following paragraphs the curriculum design is presented by describing the above steps for each issue. In this way the basis for the curriculum design in each subject area can be clearly seen. In a subsequent section the operational aspects of the field and training programs are considered, so that the training program can be seen as an integrated unit.

A. Public Welfare

The problems of the dependent poor in securing services from the public assistance program have recently come under increasing attention, not only in the West Side, but city-wide. Although a relatively recent issue it is an extremely important one because of the recent upsurge in feeling and in organization among welfare clients and because this surge of organizational activity among clients can be a spring board for organization and action on other issues affecting the poor.

This issue is a basic one which is not limited to the West Side. It has to do with the hostile attitude toward public responsibility for economically dependent people in our society on the one hand, and on the other, the fact that an overwhelming percentage of people re-

Welfare – [illegible]

ceiving public assistance cannot by any reasonable standard be expected to support themselves economically (e.g., fatherless families, elderly, disabled). This difference between what the society demands in terms of moral standards and what is realistic to expect in human terms leads to a public assistance program with a multitude of shortcomings, pressures and lack of resources. These problems are reflected in one way or another in all the resentments and demands expressed by welfare clients both informally and on an organized basis; such as, marginal budgets, clients not receiving benefits, lack of information on client rights, withholding of allotments on special needs, arbitrary or punitive denial of benefits, humiliating investigatory practices, lack of adequate staff in theDepartment of Welfare, lack of enough supplementary services such as job training and day care.

Recently a local organization of welfare clients, called the West Side Welfare Recepients League, sprang up to fight some of these problems on behalf of clients vis-a-vis the Department of Welfare. Although an independent organization, they have received some staff help from Strycker's Bay and have worked out of that office as volunteers. They are also affiliated with, and receive moral support from and direction from a city-wide coordinating committee on Welfare groups. This league has a membership of about 60-70 people at present. The bulk of its work to date has been intervening with DW on behalf of individual clients to help them secure their entitlement or special needs, to translate for non-English speaking or to accompany on welfare-related trips, etc. They have also pushed for more day care services, and cooperated with the city-wide group on a city hall demonstration. Beyond this they are interested in getting welfare clients better housing, whether through code enforcement or approval of applications for public housing, in better local hospital services, in treatment of welfare children in schools, and in building up their own organization.

The best strategy at this point is thought to be to help the West Side Welfare Receipients League expand its constituency among clients in the target area and pursue a series of both immediate and long-range, local and city-wide activities, many in close cooperation with the city-wide group. Some of the local activities will be:

1. To expand and systematize the "welfare clinic" services to clients being now offered by the League, which will have the effect of both attracting members and providing an area for training in welfare regulations.

2. To organize buildings with a predominantly client tenancy around code enforcement, which has both membership and learning potential.(See discussion of housing issue later.)

3. To negotiate with the local welfare center on certain services; such as, day care and transportation.

4. To seek improvement of medical services to clients, both in local hospitals and by systematically organizing use of private doctors by clients within current regulations.

Welfare - 4 Parts

City-wide activities and longe range issues which will be pursued in cooperation with the city-wide group will be successive demonstrations and negotiations with city, state and federal officials on the demands of the organized client groups, participating in the development of city-wide strategy and long-range positions; such as, substantially raised budgets and the guaranteed annual income, and in general swelling the ranks of the movement by effective mobilization of the West Side. One of the particular functions of the Strycker's Bay project, in the light of a growing city-wide movement and the special training resources available to Stryker's Bay, might be to develop and demonstrate training techniques among welfare clients which can be used by other groups or city-wide. In order to stimulate and assist in the above activities Strycker's Bay will assign field staff at the field supervisor, community worker and trainee level to the League and its activities.

A training curriculum for trainees and community workers in public welfare flows very naturally from the strategy and the activities described above. First of all, successful intervention by trainees (most of the trainees assigned to welfare will be clients and probably members of the league) with DW on behalf of clients presumes thorough knowledge of welfare regulations and administrative practices affecting clients' entitlements and other services. Thus a substantial portion of the curriculum for trainees and workers assigned to welfare will provide for the gradual inculcation of these regulations and for deepening and broadening trainees understanding of them. Since this is basic information, and because it is related to immediate field activities, it will come early in the sequence. The training technique will involve breaking the material down into general areas and units of teaching and the presenting of these units in workshop discussions around individual cases on which the trainees are working in order to avoid boring lectures, keep trainee motivation high and make the content meaningful and alive. Also in this manner trainees' understanding of the materials will be deepened by using information they get in class back in the field. In order to follow this plan the sequence of teaching will not be predetermined, but will depend upon the cases that are available for discussion. At the same time the units themselves will have been predetermined, insuring that at one time or another during the curriculum all the subject matter will be covered, and trainee's knowledge will be thorough at the end.

Advocacy

A second facet of the curriculum in welfare will deal with services available to or needed by clients through DW, or in some cases through other agencies in cooperation with DW; such as, day care, family counselling, and medical services. The subject matter will deal with the nature of the various services, the role and responsibility of DW, treatment of each service in administrative regulation or law, the role and responsibility of other agencies and what are satisfactory standards for each service. Here, too, the subject matter will be broken down into units, and to the extent possible, the presentation of units will be related to field activities, such as for example a league "push" for better day care services. As with the workshops on clients' rights, this approach will insure high motivation for learning and good "take" by using information learned immediately in the field. It is realized that it may not always be feasible to coordinate field activities and

Nature of Services

curriculum this finely, but it remains an objective and continuous, careful planning between field and training staff will insure that it takes place to the extent possible.

In terms of general sequence, subject matter on services will tend to be phased in in the second to third quarter of the curriculum rather than in the very beginning because learning basic entitlement around individual cases will be a good foundation for dealing with more general aspects of supplementary services and because relevant field activities may require some organizational development.

Admins

A third curriculum area will be welfare administration with emphasis upon the local center but dealing with city-wide administration as it is necessary to understand the responsibilities of the local center. This subject area will be related to negotiations between the League and the local DW center and will be designed to increase trainee understanding of the role of local officials, what they can decide administratively, what they need to ask permission for downtown, what procedures are available to change practices locally and what can be expected of the local center, either under DW policy, or by general good public administration practice. Since this subject area will necessarily be somewhat abstract, it will be phased in in the second or third quarter as trainees need it, as the League gets into more negotiations with the local center on administrative policy, and as administrative issues become more meaningful because of their relationship to specific clients' rights, cases and service issues with which the trainees will have to deal.

Legis.

A final subject area is the field of welfare legislation generally, welfare policy and practice on the city, state and federal level and the evolving philosophy of the client movement. Although it will have its roots throughout the curriculum generally, this area will be the final "course" in the sequence. The reason for this is not only the degree of abstractness of this subject area, but also the fact that trainees by the final quarter will have a considerably better foundation with which to deal in terms of handling individual cases, familiarily with many specific parts of the law, and contact with administrative practice at the local and city level. Moreover, there will have been more opportunity to expose trainees to city-wide organizational activities where these long range issues are under discussion, and this exposure will create a greater readiness, if not hunger, to deal with the larger issues. The curriculum will involve a critical analysis of U. S. and New York State law, reviews of laws in other states, discussion of legislative alternatives to solve major welfare inadequacies, distinction between law and administrative regulation at the state and federal levels, what can be done to change practice within the law, desireable welfare standards which a client movement can demand and means of influencing legislation and high administrative policy through the political structure.

This part of the curriculum and the field activities associated with it will, of course, be closely related to the activities and strategy of the city-wide group, so that the outcome of training can support and strengthen the larger movement. It is in this connection that the Strycker's Bay program will have considerable relevance for the city-wide effort, not only in demonstrating techniques of client training and leadership development, but also in systematizing information for the client leadership of the movement itself.

Although housing will be a major issue and organizational activity affecting welfare clients, as mentioned above it will also affect many non-welfare clients, and for purposes of this discussion the curriculum design for housing as it affects both clients and non-clients, is discussed in the next section.

B. HOUSING

The problem of housing for the poor on the West Side is a combination of problems common to all low income persons in urban areas on the one hand, and problems peculiar to this section of New York City on the other. A basic issue, and one which repeats itself in city after city throughout the country, is the lack of enough decent housing at low rentals to accommodate the number of families who cannot afford good housing in the private rental market. Such housing can only be provided through governmental subsidies, and like the public dole for welfare, such subsidies are resented by the body politic in our society and resisted at every level in the legislative process. The lack of sufficient public housing to accommodate the poor on the West Side is basically a result of the sparse funds appropriated at city, state, and federal levels to finance the necessary subsidies. On the West Side this basic insufficiency is exacerbated by a resistance by both the general West Side community and official housing agencies to putting the public housing that is available to New York City in prime real estate areas, such as the West Side, which have the economic potential to renew themselves with private capital and produce for the municipality considerably increased revenues thereby. The argument goes, and in the case of middle income residents it often camoflages the fear of institutionalizing the poor next door, that using prime land for public housing is a waste and an interference in that it short circuits private enterprise, as well as robs the city and its citizens of optimal real estate taxes. The fact that recent urban renewal planning has sought consciously to mix public housing with new or renewed housing at higher rent levels mitigates, but does not basically alter the policy of withholding public housing for the West Side. Such "mixture" planning is based upon the principle of integration rather than upon the quantitative need for low income housing by current poor residents.

An added complication for the poor in connection with public housing is getting into that which is available. This, of course, is closely related to the insufficient supply and the resultant waiting periods, classification of families by priorities and other screening procedures common to a public commodity in scarce supply. A particular source of bitterness, however, are those eligibility requirements which may disqualify families for "social reasons" of which there are twenty-eight (28) listed by the Housing Authority, ranging from out-of-wedlock children, to criminality or drug addiction in the family, to bad housekeeping habits.

Without discussing the merits of these criteria, they are undeniably frought with far-reaching moral judgments, generally made by middle-class bureaucrats about lower class families, often on the basis of scanty or superficial information. For a series of interlocking reasons many of these families are also public welfare receipients which links this issue to the foregoing discussion about welfare clients. The "Potential Problems", as these families have come to know themselves in Housing Authority terminology, have no little degree of feeling about the arbitrary power held over them by another human being in connection with their basic shelter needs. Although this issue is not limited to the West Side, there is some reason to believe it is more prevalent in this area because of the prime real estate factor, which encourages housing authority officials to keep their proportions of "Potential Problems" in this section low in order to minimize adverse reaction by middle-class residents in surrounding private housing and, in the planners' minds, to keep public housing more palatable on the West Side.

If public housing offers a small and hard-to-come-by solution to the housing problems of the poor in the Strycker's Bay area, private housing offers less, except in the gradually diminishing rent controlled apartments which have been occupied by the same family for many years. Much of the private housing occupied by the recently arrived poor, and these are primarily Negro and Puerto Rican, is caught in the familiar economic squeeze in which the landlord, out of greed or lack of management know-how, reduces maintenance, subdivides to increase the total rent roll, and raises rents beyond legal levels, while the tenant pays dearly for over-crowded slum housing. Although not as extensive a problem as in certain more homogeneous slum areas as the Lower East Side, Bedford-Stuyvesant or Brownsville, the West Side, despite urban renewal, still has a healthy share of slum housing among the old tenements, the rooming houses, and the resident hotels.

The unusual amount of publicly sponsored urban renewal in this part of the city has aided some of the poor by relocating them into public housing in this area or elsewhere, but because of the basic planner's view of this section as prime area and the various housing decisions that flow therefrom, the poor of the West Side generally regard urban renewal as an enemy rather than a benefactor. This attitude stems from the relatively small amount of public housing units allocated to urban renewal sites from the frequency of relocates who are applicants to public housing being sent to remote developments far from the "prime" parts of town, and from the general pattern of selecting the economically marginal buildings in which the poor can get or keep their only foothold, as the primary sites for demolition or reconversion, in either case usually resulting in new rent levels which out-class the former low income tenant. In so far as the low income West Side resident is concerned, urban renewal usually means "move" - ssometimes to better housing, but also sometimes to worse - so that private developers can come into this desirable area with the city's blessing and build housing for higher income people.

There is a long and rich history of citizen activity in connection with housing up and down the West Side. However, much of it has been concerned with issues other than those affecting the poor discused above, and even the efforts to secure more benefits for the poor in housing have generally been led and manned by middle-class spokesmen for the poor, rather than by the poor themselves through their own organizations and leaders. The Strycker's Bay Neighborhood Council has been one of the advocates of poor peoples interests in housing and has a long history of pushing for more public housing in the West Side Urban Renewal Area, of exploring use of various tools to bring down the rents of new middle income or rehabilitated housing, of fighting for priority for residents in renewed housing, of getting the "PP's" into public housing, of attacking poor relocation practices and of waging varied battles against city or landlord maintenance of private dwellings in the shadow of renewal. A number of other organizations, such as democratic politicazl clubs, area or city-wide Puerto Rican organizations and Roman Catholic churches, have been active with or parallel to Strycker's Bay on these issues and those described previously. These organizations have from time to time organized poor residents to become involved in these issues, but usually on a temporary basis where the "troops" are needed, for example, to swell public hearings, to dramatize the use for improved relocation practices on particular sites or to force landlord concessions through rent strikes.

The best social action strategy in housing at this point seems to involve a combination of strengthening the organization and leadership among the poor around the housing issues that affect them and, based upon accumulated experience in Strycker's Bay and related groups, targetting certain key issues where it is felt the poor can make a significant impact for themselves in housing. The possibilities in passing this accumulated experience and insight onto a better organized body of poor, of course, has considerable potential for the training curriculum. The two above mentioned strategies are intertwined in the following series of projected activities: *1. Organization of tenants around complaints about building code or rent law violations.* As an end in itself this is not deemed very fruitful, both because tenants' organizations notoriously fall apart after small gains are achieved and also because relatively little permanent improvement to existing marginal housing can be expected through application of current weak, cumbersome enforcement machinery. Nevertheless, such tenant organization will serve as a means to other ends. First of all much of the organizational activity will probably be stimulated through the Welfare Recipient's League as a means of reaching more clients or potential clients. Thus what will begin as building organization may wind up as welfare organization which, as previously described is deemed the sounder organizational issue. Secondly, a primary area of concentration for building organization will be North of the West Side Urban Renewal Area, where there are larger concentrations of slum housing, as opposed to isolated buildings, and which is the area slated for the next major urban renewal push in the West Side - The Morningside General Neighborhood Renewal Plan. Organization of the poor in this area, particularly with some emphasis on housing issues, is seen as a forerunner to effective training and participation by the poor in the planning for that section - a process for which there never was adequate time in the West Side Urban Renewal Project. In this connection the Northern boundary of the Strycker's Bay project area will be considered to extend beyond 104th Street, to include a viable portion of the Morningside GNRP. Thirdly, traditional code enforcement is seen as the necessary first stage of a longer process in connection with private housing which will involve singling out buildings and owners

Code Enforcement

who do not respond to normal enforcement procedures, applying increasingly stringent measures, such as rent strikes, (which will be rendered easier in September by the applicability of a new law which lists some 57 "rent-impairing" violations) and eventually drawing upon the various resources available to remove unresponsive buildings from private hands (either force fully or by negotiated sale) and put them under public interest ownership, such as the Housing Authority or private, non-profit corporations using funds under Section 221 (d) 3 of the Housing Act. This longer range strategy is not seen as a pat answer with a definite known goal at this point, but rather a far-reaching exploratory probe in forcing housing out of irresponsible private ownership into the public sector, trying out the adequacy of existing public ownership resources with such buildings and, if inadequate, pushing for the creation of adequate resources or machinery to do this job. The whole process from traditional code enforcement to demand for new legislation is seen not only as a social action process but also a step by step organizational process among the poor and a sequence of activities, gradually increasing in complexity and sophistication, which has considerable training potential; 2. Organization of people economically eligible for public housing around the lack of availability of such housing, either because of low supply, of policies of minimizing public housing on the West Side, or of exclusion policies for other than economic reasons. There will be a number of starting points for this organization. One may be an attempt to organize the "Potential Problems" as such as a basis for citizen scrutiny of Housing Authority non-income eligibility criteria. This may begin as an extension of Strycker's Bay current activities with individual families, expand into a "clinic" activity as with Welfare, and lead to an organization of beneficiaries, first around individual cases, then around the eligibility policies themselves, finally leading to negotiations with the Housing Authority. A second approach will be through building code enforcement in that tenants who are long standing public housing applicants, rejectees or potential applicants can be expected to be found in slum buildings and these contacts can swell the ranks behind the public housing issue, whatever the current thrust may be. This will probably have a particular offshoot in the Morningside Renewal area, where most of the building organization is proposed to take place, in that a base of pressure can gradually be built up for inclusion of adequate proportions of public housing units in that plan. Both the organization of "Potential Problems" and the organization of slum dwelling tenants will undoubtedly overlap considerably with the organizational efforts of the Welfare Recipients League which may in fact become the base for these two housing efforts. For example, the League, whose own interest in housing is great, may form a housing committee which will become the focal point for strategy and manpower in connection with organizing a public housing "lobby" among the West Side poor. Whatever the exact organizational mechanism the end result of the strategy will be not only to press for liberalization of non-income eleigibility criteria and increased proportions of public housing for the West Side, but also to push for fundamentally larger subsidy appropriations at the state and federal level and to examine the feasibility of alternate methods of providing or financing low income housing (e.g., rehabilitation or new construction through 221 (d) 3, public interest ownership of private buildings mentioned above, etc.) Obviously some of these activities, particularly the legislative one, will require teaming up with other neighborhood or city-wide pressure groups. 3. Organization of low income residents in the Morningside

Legislative
lobbying

area (Southern or First Stage West) as a basis for participation by the poor in that urban renewal plan. This goal has been generally mentioned above in connection with organization around building code enforcement and public housing needs. The specific goal of organizing in the area, however, would be to form or expand one or more poor people's organizations, who because they are organized, because they will have had some experience in dealing with housing problems in their area, because they can avail themselves of the citizen know-how gained in previous Urban Renewal Projects can come to participate effectively in the Morningside Renewal Council, the current mechanism for citizen participation in that plan. Effective participation by the poor in that Council will be no mean task because of the multiplicity of groups and community interests involved and because of the level of sophistication in a body in which such institutions as Columbia University, several major hospitals, and highly professional citizens groups are represented. As far as staffing is concerned, the Strycker's Bay Project proposes to provide Community Worker, Field Supervisor, and a senior staff help to the code enforcement, public housing and Morningside Renewal activities and strategy outlined above.

As with public welfare, once the strategy and field activities are projected, the training curriculum falls automatically into place. Trainees and Community Workers assigned to building organization will receive training in the building and rent laws and in procedures for their application. The curriculum material will be presented as needed to organize and carry through enforcement procedures in specific buildings. As with the welfare regulations, the curriculum will be specified prior to the training, but sequence of presentation will be determined by it's relevance in the field. As individual buidlings are singled out for more drastic action, legal and technical information relevant to this action will be covered in the training sessions. As the field program shakes down buildings that appear to lend themselves to other than private ownership, the various relevant laws and available resources will be reviewed in the curriculum, as well as gaps and obstacles inherent in them, and desirable standards for public intervention.

The beginning curriculum in public housing will deal with a review of Housing Authority non-income eligibility criteria using individual case examples as they come up in the field. This will be a foundation for second stage discussion of the pros and cons of the various criteria and for reviewing the criteria for admission to public housing in other states and countries outside the U.S., all timed to provide the poor people's leadership with the basis for making effective and compelling recommendations to the Housing Authority and in other ways for influencing the admission procedures. A third stage of the public housing curriculum, timed to coincide with field activities in connection with the Morningside renewal plan and public housing legislation periods, will be (1) a review of land use, tax and planning policy affecting public housing on the West Side and discussion of alternate policies more in line with the partisan interests of the poor, and, (2) an examination of the laws and funding sources which are the basis for public housing, their inadequacies and shortcomings, the legislative process through which public housing must travel, and techniques and periods for influencing this process.

Curriculum content on urban renewal will come in about the second or third quarter of the housing sequence, following the coverage of building and rent laws and public housing admission policies. It will be timed generally to coincide with the point that low income resident organizations in the Morningside area begin to confront renewal issues and participation in the Renewal Council. The content of the sessions on urban renewal will deal with the economics of housing, land use and real estate development, the basic laws and tools available to urban renewal, the public agencies involved, the mutual role of government and private capital, planning principles, and the relationship to urban renewal of other community needs, such as schools, parks, and traffic problems. Some of this content might subsume, or at least be closely related to, previously discussed topics, proposed to be treated around the third and fourth quarters, such as public housing legislation, alternate means of providing low income housing and resources for public interest ownership. Whether they are handled separately or together, however, will depend upon how closely related or timed the corresponding field activities are and whether the same trainees are assigned to work in all housing activities or to concentrate in only one. (See later section for discussion of assignments.)

More detail on exactly how these various subject areas in Housing will be scheduled and coordinated is discussed later also under "III Operations".

C. YOUTH

There are many issues and problems facing youth in an urban area, and particularly those living in sections disrupted by urban renewal. The ones that appear most prominent amongst the poor families at this time on the West Side are those affecting a group of older youth 18-25 years of age, coming from both recent and old-time residents of Irish, Puerto Rican and Negro background, who are caught in a peculiar state of limbo by our society, our city and the changing neighborhood in which they live. With a high school education or less and without training in a specific trade or skill, they face an employment market with ever-rising academic, technical or experience qualifications. They are now of an age where the harsh realities of this gap between themselves and the successful world are beginning to sink home and the dreams or rationalizations of their adolescence are beginning to fade away. They are moving out of an age where many agencies have services and programs geared to their needs, and yet are not ready to take on the independent role and the mature satisfactions of adulthood. For many the old homestead, candy store or gang has disappeared under the urban renewal bulldozer and rootlessly they congregate on the remaining stoops in the changing neighborhood. They are drawn because of idleness, bitterness and a search for identity into the slowly revolving whirlpool of narcotics, anti-social behavior and crime. In a continued struggle to rise free and clear of the forces pulling them down, they grasp at job-training programs and other agency services, but often find busy, harassed and sometimes not too sympathetic adults who tend to view them as the drifters who cannot make it.

Strycker's Bay Neighborhood Council, because of its friendly store front character has become involved with many of these youth who hang around the office when there is nothing better to do, run errands, draw the staff into the trails and tribulations of their lives and subtly seek out mother and father figures. Staff has become involved in helping specific youth with police problems, narcotics addiction and job referral. In so doing Strycker's Bay has brushed with some of the serious problems affecting large numbers of these youth, such as police relations, juvenile and criminal court and detention procedures, superficial job training and referral programs, etc. Three of the Community Workers already hired under the demonstration grant are members or alumnae of this youth population.

The strategy of working with these youth and with their problems is not as clear or as elaborate as with certain other issues, probably because Strycker's Bay has not had as much experience with it. What is clear is that the Strycker's Bay CAP through its increased staff can step up assistance to individual youth in connection with some of the major issues that they all face and in so doing obtain more information and insight into potential solutions, including changes in youth services or practices of public and private youth-serving institutions. As this happens the projected strategy to form a youth organization in the target area, drawing from the youth population described above, which would begin to find ways of helping itself as a group by, for example, setting up its own programs, negotiating with agencies for certain commonly needed services, and protesting inadequate services or unfair practices by public agencies in connection with youth. Such an organization, whatever its successes and failures in getting things done, could in a sense be a bridge for youth who seem to be helplessly dangling between adolescence and adulthood, to enable them to begin to deal with their needs in an adult manner, rather than be blown about aimlessly by the forces around them, and in so doing to regain the sense of identity, self-worth and self-confidence that is necessary to make the transition. Some of the time of the three young community workers, as well as of a field supervisor, will be assigned to these field activities with youth. It is also likely that the NYC Youth Board will be asked in connection with the youth organization to supply staff services to supplement those of this project.

No attempt will be made at this point to detail the curriculum in this subject area until the field activities become more definite. For this reason also, the curriculum relating to youth will be phased in at a later stage after some field experience in this area. It can be predicted however, that the curriculum for trainees and community workers assigned to youth will deal first with some of the private and public agency resources related to the needs of the youth population, such as recreational services, job training and narcotics programs, and with the operational procedures of law enforcement and corrective agencies. As a youth organization becomes better organized and ready for negotiations with agencies on services, policies and allocation of resources, curriculum will dip into some of the legislation, administrative regulation and financing behind public agencies affecting youth, such as, for example, the Youth Board.

D. SCHOOLS

The basic issue for the poor on the West Side in connection with public education is essentially the same as it is in many other neighborhoods and cities - namely that of quality education for economic or racial minority groups. Like other minority parents throughout the country, West Siders feel that the biasses of the society infect the school system to the extent that teachers and school officials downgrade the potential of minority group children and give them inferior opportunity, challenge and investment, thereby exacerbating what is often an admittedly lower starting level on the part of children from disadvantaged backgrounds. On the West Side this feeling is expressed in resentment about the non-English speaking groups and other groupings of children within the same grade or class based upon assumed learning levels. These groupings are often along ethnic lines and parents are convinced that these divisions are often based fundamentally upon prejudice and as such mask potential and individual differences within ethnic groups and relegate a social group, not a learning group to inferior educational treatment. Resentment is also expressed about the generally low reading level in many West Side schools, which is felt to be a combination of pessimism about the potential of the many minority children in these schools, coupled with outdated reading methods and teacher-training. There is strong feeling among parents about the need for heterogeneous groupings of children to help backward pupils, pouring in quality methods to raise the general reading levels, and giving special, intensive assistance to slow learners. An issue closely associated to all these problems is the jockeying among parents to get their children into the better school in the district, or the better class or group within the school, and the feeling on the part of Negro and Puerto Rican parents that there are strings pulled and favoritism practised between white parents and school officials so that the white children usually get the better services.

A number of West Side groups, including SBNC through its Education Committee, several Parent's Associations, Democratic clubs, the Hudson Conservation Project and West Side EQUAL, have been active in pursuing these issues. In various coalitions these groups have pressured certain schools to maximize heterogeneous grouping, called public attention to low reading levels and urged specific courses of remedial action, and advocated and sought funds for summer reading programs. One of the notable aspects of these activities has been that they have been almost exclusively led and manned by middle-class parents, among them a fair portion of Negro and Puerto Rican parents, and have almost totally lacked participation by the large, low-income parent body whose children would in large part be the beneficiaries of such activity. In part this reflects the fact that education is not the kind of immediate, bread and butter issue, as are Welfare and Housing, that will move large numbers of poor people. However, it also apparently hides the fact that many low-income parents do have the vague sense that something is wrong in school, but because they partly blame themselves or because they do not fully understand the issues, or because they have no mechanism for action, keep their concern to themselves and do nothing.

In the light of the foregoing, the consensus on strategy seems to be to concentrate Strycker's Bay's energies on achieving a wider involvement of the poor in school issues, rather than to pursue specific projects or goals, which are being adequately and soundly attended to by other groups, both on the West Side and city-wide. To put it another way, there is much talent and organization being invested in this neighborhood and throughout the country on the very similar educational issues and their potential solutions, while very little energy is being spent in finding ways of involving the large masses of affected people who only dimly perceive their relationship to these issues, and yet upon whom depends the mass pressure necessary to push sound measures through political channels. This strategy will be pursued in a number of ways:

1. Involvement of Welfare parents through the Welfare Recipients League, first around the concrete issue of provision of fall school clothing by Welfare, which will be a city-wide push, and secondly through exploration of the degree of Welfare parent interest on other school problems. This may generate a School Committee in the League. One of the community workers, who is active in the League, has become extremely active and interested through SBNC in the schools issues discussed above, and can be expected to take leadership within the League;

2. Assignment of a certain number of trainees as aides in the activities of various groups working on educational issues, such as the SBNC Education Committee, W. S. EQUAL and others. This will result, when coupled with the SBNC training, in a small cadre of low-income leaders, well-informed on school issues, who can later be used to stimulate, involve and organize other groups of low-income parents;

3. Organization of one or more low-income parent groups, outside the stultifying climate of most schools and PTA's, as a means of independent social action by the poor on school problems. The point of this is that present groups, including PTA's, have been notoriously unsuccessful in involving low-income parents and it is doubted that poor people will come out and express themselves in organizations dominated by the middle class. On the other hand, it is felt that they may respond to a group of their own, where they would feel freer to express resentments about the school, the regular PTA, etc. The basis of organization may be the Welfare Recipients League, or low-income parents in a particular school district where there are good worker contacts. P. S. #179 on 102nd Street has been mentioned as a school with particularly severe reading level problems, and little PTA activity, where there can be expected to be a lot of parent feeling. Organization in this school district would also coincide with tenant and welfare organization in the 96th-110th Streets areas. Another basis of organization might be a Head Start Aide Group that has been formed and staffed by SBNC.

The field activities in connection with schools will be phased in a little later than some of the other activities. The reasons for this are that schoolmatters will become more popular in the fall; the field strategy on schools needs a little more exploration and definition, compared for example with Housing and Welfare; these latter two take some priority in terms of urgency and available starting points. Moreover, some of the starting points for school organization may come from getting into action on Housing and Welfare. Similarly, the training curriculum in schools will be phased in later as the issues around which poor people will mobilize become defined. In this way the principle of relating training to field activity can be maintained. At the same time the general subject areas in the curriculum can be predicted by knowledge of what some of the major issues are liable to be, such as school policies and practices in connection with handling different learning levels, reading problems and teaching methods, and educational resources available to schools.

E. HEALTH

The major health issues affecting the poor in this community are apparently the lack of adequate hospital and clinic services serving the area, particularly for the poor, and in part because of this inadequacy, long waiting periods for service and what is felt to be off-handed treatment by hospital personnel. A particularly sensitive point is the feeling on the part of Welfare clients and other poor that better service is given to fee-paying patients. For the Spanish-speaking the language barrier and the lack of enough bilingual personnel further complicates their getting service at the area hospitals.

Although for the past several years it has sporadically discussed use of programs at the 100th St. Health Center, information and referral services set up by St. Luke's Hospital in a local housing project, ambulance services, mental health needs, etc.,Strycker's Bay has had relatively little formal activity in relation to hospitals to date. With increased manpower, however, it is felt that specific complaints can be investigated more thoroughly and some of the major problems better defined so that poor people's organizations can negotiate with the hospitals and public and private health services for improvements in specific services and practices. A second strategy will be, as discussed under Welfare, to organize welfare client use of private doctors within Department of Welfare regulations, which may in the long run take some pressure off the hospitals and also achieve better service, at least for Welfare clients.

This field activity will also be phased in later because it needs more preparation and definition. Moreover, it is not, nor does it have the potential for being as wide-spread an issue for organizational purposes. Finally, Welfare and Housing are, again, deemed to have priority, assuring that not all activities can get under way at the same time.

III. OPERATIONAL FRAMWORK FOR THE FIELD AND TRAINING PROGRAM

The foregoing curriculum design suggests certain operational devices and poses questions about others. To complete the design, these operational aspects will be spelled out so that the design and its execution can be visualized as a unit. Some of these aspects are: phasing of field and training activities in various subject areas, selection of Trainees and Community Workers as their selection relates to certain issues, field and training assignments of Workers and Trainees, and training schedule and methodology.

A. Phasing

For reasons spelled out under each subject area, some areas will be given priority and will start earlier, while some areas will be given second priority and will be phased in later. In addition to the reasons internal to each area, this phasing will permit the staff to tool up and phase their own efforts, rather than plunge into everything all at once. This phasing plan is outlined below:

1. Field activities in Housing and Welfare will start as soon as field staff is hired. Curriculum in these areas will start as soon as training staff is hired and specific course material is prepared and related to field activities.

2. Field activities in Youth will start as soon as field staff is hired and has completed initial efforts in Housing and Welfare. Training in this area will start after there has been enough field experience to define the specific curriculum needs.

3. Field activities in Schools will begin to pick up after school starts in Seotember and as field staff have things moving in Housing and Welfare. Training in this area will start as the field activities define more specific curriculum needs.

4. Field activities in Health will be pursued as field staff has time in relation to the other areas. Training will commence as soon as the field activities define the need, although this may never be a separate curriculum in itself, but rather may be absorbed into the Welfare sequence (i.e., medical services available to clients, welfare regulations on private doctors.)

B. Selection of Community Workers and Trainees

In addition to whatever other criteria for selection of Trainees and Community Workers are developed, the curriculum design itself dictates, or at least strongly suggests certain very practical criteria. In other words, the issues we propose to tackle and the strategy and field activities we plan to pursue all have a bearing on whom we select as Trainees and Community Workers. These considerations are listed below issue by issue.

1. Public Welfare

A fundamental implication of the strategy on Welfare is that a portion of the Community Workers and Trainees should be Welfare clients and that those Trainees who are clients will be assigned primarily to Welfare field activities and to the corresponding curriculum on Welfare. This will insure that trained leaders stay in the movement and not leave at the end of the training.

2. Housing

Implementation of the strategy in Housing suggests that (1) consideration should be given to whether or not a portion of the Trainees assigned to work on Public Housing be themselves past or current applicants. This criterion has its pro and cons; and (2) a certain number of Trainees and possibly Community Workers should be residents of the Morningside Renewal Area, and these Trainees should be assigned to that area so that the results of the training can stay in the neighborhood.

3. Youth

The selection of three Community Workers who are also members or alumnae of the youth population to be served ties the staff appropriately to this group. In addition, however, some of the Trainees should also be members of this group so that as much of the training as possible stays within the group.

4. Schools

Enough of the Trainees and Community Workers should be parents with children currently in the public school system to permit selection of school assignees who have direct contact with the described issues in public education. Consideration should also be given to selecting several Trainee-parents in the P.S. $179 District, if this is feasible, and assuming the strategy of organizing in this district is confirmed, so that "graduated" Trainees will remain active, rather than terminate their leadership at the end of the training.

C. Field and Training Assignments

Field staff will be broken down into two teams, each team under the direction of one of the Field Supervisors. Each team will be assigned a functional area of work (e.g., Housing, Welfare) rather than a geographical area of work. In other words, each team will become specialists on an issue, such as Housing or Welfare, throughout the target area. The reasons for this are (1) that the subject areas are so complex that it is felt that the Workers will be more effective if they go deeper in one or two, rather than cover more areas superficially; (2) the geographical divisions of work will not be that important or distinct and may shift from time to time depending upon the evolving strategy. Functional assignment will thereby permit continuity as the locus of work changes. The preliminary field assignments are outlined below.

Team #1

Assignment: Housing and Youth, work to be phased as indicated previously.

Staffing: 1 Field Supervisor
4 Community Workers assigned to Housing
2 Community Workers assigned to Youth

Team #2

Assignment: Welfare, Schools and Health, work to be phased as indicated previously.

Staffing:
1 Field Supervisor
4 Community Workers - 1 or 2 will be assigned to schools as this is phased in.

The 50 Trainees will be split into two groups of about 25 each and each group will be assigned for their field work to one team. Their specific assignments within the team will be determined by the Field Supervisor. Of his 10 hours on the job, each Trainee will spend about 6-8 hours in field work. The other 2-4 hours will be spent in training. The same considerations concerning specialization for Community Workers will also hold for Trainees, with some exceptions. Trainees generally will remain with the same team for the six month period and thus will tend to specialize, like the Community Workers, on one or two subject areas. Like the full-time members of the team, also, the Trainees' assignment will be guided by the priorities and phasing described above. For example, all the Trainees assigned to Team #2 will start out working on and receiving training in Public Welfare. At a later date some will be reassigned within the team to Schools or Health as these field activities commence. As the field assignments evolve there will be an attempt to help Trainees select one area of work and training and stick with it on the assumption that their 10 hours will be better spent in one area than in several, even within the same team. Nevertheless, exceptions will be made where Trainees wish to participate in more than one work and training sequence over the six-month period.

D. Training Schedule and Methodology

Generally Trainees will receive 2-4 hours of instruction each week in the subject area in which they are working in the field and at a level which is relevant to the stage of field work, as was described previously for each issue. This instruction will be presented in 2 hour sessions, with some weeks containing one session and some two, depending upon the amount of material that needs to be covered in order to give Trainees the information they require in the field. Community Workers will spend as much time in training as the Trainees so that their schedule will be 36-38 hours in the field, and 2-4 hours in training. Below is a summary of the general topics to be covered in each subject area over the 6 month period (drawn from previous detailed discussion of each area), together with brief comments on scheduling of sessions:

WELFARE

1. Regulations on entitlement and other client rights and benefits.
2. Services available to Welfare clients.
3. Welfare administration.
4. Welfare legislation.

These topics will be presented in sequence over the six month period, and each Welfare Trainee or Community Worker will move through the entire sequence (although some may be reassigned to Schools later in the fall).

HOUSING

1. Private Housing

   a. Building and rent laws - enforcement procedures.
   b. Rent strike laws and procedures - other measures available to tenants.
   c. Laws and resources available for public interest ownership.

This sequence will be presented over the six months for Trainees and Workers engaged in working on private housing.

2. Public Housing

   a. Eligibility criteria, particularly non-income.
   b. Policies affecting construction of Public Housing on the West Side.
   c. Public Housing Legislation and Funding.
   d. Alternate means of providing low-income housing.

These topics will be presented in sequence for (1) Trainees organizing the "public housing lobby" and (2) Morningside Trainees who will start with 1.a and then double up with the Public Housing sequence, taking not only 1.b and 1.c, but also 2.b, 2.c, and 2.d.

3. Urban Renewal

This will be provided for Morningside Trainees and it will be worked into their schedule in the third or fourth quarter.

YOUTH

1. Existing agency resources and procedures.
2. Financing and legislation of youth services.

This sequence will commence later in the fall, as indicated, and will involve the Trainees who are assigned to work with youth activities. It will be less than 6 months.

SCHOOLS

1. School policies and practices in connection with "grouping".
2. Reading development, problems and teaching methods.
3. Educational resources available to local schools.

This sequence will be presented to Trainees assigned to Team #2 who are reassigned from Public Welfare later in the fall. It will be less than 6 months.

HEALTH

This subject will probably be presented as part of the Welfare sequence under Item #2 - "Services available to Welfare clients". If more field work develops and more material needs to be covered in this field than the average Welfare assignee can afford to spend time on, several Trainees may be detached to go deeper into the field work and take additional sessions on medical services.

The foregoing schedule means that theoretically there could be up to 10 2-hour sessions per week (2 in each of the five subject areas), although in practice there will usually be less. The schedule will start out with 4 sessions per week, 2 each in Housing and Welfare to cover the wealth of information needed by Trainees starting field work in these areas. As other subject areas are phased in, and as the informational needs in Housing and Welfare vary, the number of sessions per week in all areas will vary from 4 to 10.

The Training Director will prepare specific content for the sessions in close coordination with the Field Director, the latter being able to project the informational needs of the field activities from week to week and month to month. In setting up the sessions, the Training Director will use outside resource people, either as consultants to him on content, or as instructors or lecturers paid by the session. In either case the presentation of material will be carefully and creatively handled to avoid long lectures with technical language (i.e., through use of visual aids, workshop discussions on actual cases, visits to other field programs, etc.) The Trainer will assist the Training Director in conducting the sessions which, even if outside resource people are brought in, will heavily rely on general discussion methods, and other training techniques with which resource people may not be familiar.

Strycker's Bay Neighborhood Council
August 1966

MEETING HELD ON OCTOBER 18, 1967
Re: July Disturbance

We are speaking this morning, October 18, 1967 with Mr. Francis Sharp, of the National Advisory Commission on Civil Disorders, 1016 16th Street, N. W., Washington, D. C., Field Operation Number 382-6787.

Mayor Volk: Mr. Sharp, in your course of the investigation how would you like us to conduct it.

Mr. Sharp: Well, the general background, what type of city Englewood is, circumstances leading up to the disorder, what caused it, a complete outline.

Mayor Volk: Englewood was founded back in 1859. Presently it is a city of approximately 30,000 with a city form of government; a mayor, four Councilmen representing each section of the city, and a Councilman-at-Large. It is a weak mayor system, in that the mayor does not vote on any ordinances or resolutions. He is in charge of the Police Dept. as a department under his jurisdiction. Governmentally he is also President of the Board of School Estimate which controls funds for the Board of Education. The community over a period of years has had a relatively stable form of government. I say relatively - we have elections every two years. There has been a continuity of government in one-party now for the past 45 years.

The Police Department is composed of a total of 65 men headed at the present time by an Acting Chief, the previous chief just retired. The Acting Chief is Captain John J. Madden. We have recently created or are in the process of creating a Deputy Chief which will be filled by Captain William Harrington. We are organized along the lines of the traditional police system, in that we have a Traffic Bureau, a Detective Bureau, a general Patrol Department which is the largest. The Detective Bureau is further broken down into units of the Youth Bureau. Right now we are in the process of setting up a Narcotics Bureau which will be in the hands of one individual. We also have an Identification and General Records Division as well as general control.

Prior to the incident that occurred on July 21, 1967, we had in 1961 and 1962 minor disorders related to the desegregation of one school, the Lincoln School which is in a predominantly negro area. These disturbances took the form of civil rights agitation; no damage or violence resulted. Sit-ins were traditional at that time. We had one mass meeting in which Paul Zuber, an attorney for this particular operation, from White Plains, N.Y., spoke and at that time it was estimated that approximately 10,000 people would appear in Englewood at the general disorder.

The American Nazi Party was represented at that meeting including John Palter who was locked up after fifteen minutes of agitation and his group dispersed. They were completely out of line. The resultant meeting from all estimates was a complete failure.

At that time we called on the communities around us to assist us in preserving law and order and we had approximately 150 reserves standing by to assist on that particular day.

Mr. Sharp: What was this day?

Mayor Volk: July 19, 1961.

Mr. Sharp: Oh, I see, this was not Adam Clayton Powell?

Mayor Volk: Powell followed the next year, 1962, I believe. At that time the same type of mass meeting was called and Adam Clayton Powell was invited by this action group CORE, principally headed up by an agitation group. I might say that approximately in 1960, 1961, we had an individual come into town who is a full time representative of CORE; he still lives in the community. His full-time job is in the work of agitation and to engage in any political activity that might result in the disruption of order or agitation to the party in power at the present time. He is still in the community and acts as an administrative assistant to one of our assemblymen who is also from Englewood.

Mayor Volk: In 1962 Adam Clayton Powell came into Englewood. He was proceeded by a press agent or a public relations agent, who intimated that he could be bought off; we did not fall for it and invited him to come here. I met him at the George Washington Bridge, we brought him into Mackay Park where the speech was to be held and I sat on the platform with him. Again, this demonstration was a complete failure. We again had outside police from neighboring communities come in. We set up guide lines on how disturbances of this type should be organized and how we should be organized. We utilized some of the same tactics in the recent disorder of July 21, 1967.

In fact, a year and a half ago we prepared a general manual of operations in anticipation of this type of disorder. I would say that in most respects, in fact practically in all respects we were ready for a disturbance if it did occur; with the possible exception that we did not have refined equipment but since then we have completely equipped ourselves.

On July 21, 1967, a disturbance broke out. Prior to that date, approximately two to three weeks, there were rumors throughout the community that there would be a disturbance similar to Newark and Plainfield. We communicated with the county. The county felt the same way, i.e., the Prosecutor's Office and the Sheriff's Office, that we would possibly have a disturbance. An order was given on the 14th that was based on the Police Department stand-by Alert , also advising the members of the force, those going on vacation, to advise where they could be contacted should a disorder break out.

About the 19th we had very definite rumbles , in fact the local newspaper published a story that they thought there would be incidents . This was the time when Newark riots were on the wane, I would say, and Plainfield's was in its full force. It was known at that time that there was no national guard in the area; they were being used in Newark. There were no state police available as they were all being used in Plainfield. We communicated with other departments throughout the county on the same basis of voluntary effort and they agreed to help.

On Friday, July 21, about six o'clock, we put out a call as to the general massing of people in the area of William and Jay Streets in the Fourth Ward which is predominantly negro neighborhood and it has been the scene prior to the first incident occurred. A rock was thrown through Foti's market window causing the burglar alarm to sound at police headquarters. Two police cars responded to investigate the alarm. Arriving at the scene both police cars were bombarded with rocks, bottles, and glass. A call for help was radioed to Headquarters. The order for the tactical force to respond was given. As the force arrived the crowd got bigger and the tempo quickened. Bottles, rocks, stones and sticks were thrown from all angles. Within a short period of time five police officers had been injured by flying missiles .

Approximately also at 9:00 o'clock there was a fire call in the area. The Fire Department responded and were met by about 125 people, shouting, rock throwing, etc.. We had to send additional men to protect the firemen. This was a fire that was started by the use of a fire bomb at Sireno's Market. Sireno's is a white proprietor's store, owned by Mrs. Gramaglia whose family has operated in this store a couple of generations anyway; and who grants general credit to the families in the neighborhood. They are well known in the area and many of the people are on credit at this store. Also across the street is Foti's Market and a laundromat that Foti owns. These are the three stores that happen to be in what is widely used as a residential neighborhood. There is a bar about a half a block away, the Blue Moon Bar, which is somewhat of a favorite hangout for some of the people in the neighborhood.

For the rest of the night there was activity throughout the ward, such as sporadic shooting, fire bombs thrown, breaking windows and looting. Fire calls and window breaking continued during the night and early morning hours. An order was given to the police to pull back earlier in the evening in order to sample the reaction of the crowd. It was a quick sampling as the barrage increased and continued.

From then on we would alternately bring men into the area at the time that a particular incident would occur but we fanned the men out throughout the city in an effort to contain them. We had approximately 60 local police, 120 other police and 40 county police (by others, I mean police from 30 other municipalities)

Damage initially was confined to that area that same night and also they broke store windows on the lower end of Palisade Avenue which is the main business d district. That happened between that night and part of the next night. We contained the end of Palisade Avenue by shutting it off. There wasn't any looting of stores on Palisade Avenue.

It is significant that one of these buildings is owned by a Negro and it was not touched. He happens to be a lawyer and assemblyman who resides here in town. After sealing off the end of Palisade Avenue no further attempt was made to get into that area.

The damage done to Sireno's over a period of five nights was considerable to the degree that 3 or 4 families were eventually evacuated. There were some eight fires that were caused in that particular building. Foti's Market was broken into, glasswas broken. There was some looting that night, when the police were not in the particular area but it was limited to groceries.

Mr. Sharp: What type of groceries and what steps were taken then?

Chief Madden: Meat cuts, that type of thing.

Mr. Sharp: What steps did you take then?

Mayor Volk: We boarded it up, boarded up both places. Lt. Ryan was in charge at this scene most of the time. I went to the scene on several occasions and spoke to various people, in between their yelling and shouting matches. They were riled up, excited and obviously being excited by people in the area. We felt that paid professionals were there; if not professionals, they certainly were being recompensed for their efforts.

Their immediate complaints were on the first night so minor that it would hardly be worth reporting. One was that they wished to use the park, Mackay Park, on Memorial Day and Labor Day to drive their cars around in the park. This is when the park is used for picnics, church picnicing. At the request of the churches, we kept the cars out of the park on Memorial Day this year because we felt that someone might get hurt. They complained about the lack of parking spaces near the park. They complained about the fact that we did now allow the kiddie pool to be available at night; this is a spray pool; we did this largely because we did not want it broken but it would indicate that some adults would like to take a spray in the kiddie pool. They complained about the lack of recreation on evening and weekends allthough baseball teams had been organized for young adults in the 20's, but it didn't work out and was dropped.

Eventually they complained about the lack of jobs; that was the next day when I met with them again. We tried to determine how many wanted a job and about everyone there was looking for a job. We said that we would be back within a week with jobs for everyone. I addressed a letter to all businessmen and industries in the city asking them to cooperate and to advise me of openings. The response was quick and many jobs were offered.

They complained about housing. Housing in this particular area has been a sore point for a long time. It is the worst housing in the community, largely 40 or 50 years old, one family dwellings; mostly rental occupancies and sub-standard. We have had code enforcement on these buildings, however it is difficult to completely enforce codes if people are living in the buildings and have to be relocated in or der to completely renovate the houses, or forced to move out of the city to find quarters.

We have had applications before the Federal Government ; we initiated an an application in 1959 for urban renewal assistance. We have had surveys, feasibility studies, and plans before the Urban Renewal Administration. We had a full-time Housing Director . In 1963 housing was guaranteed in Englewood and we felt that it would only be a short time when multi-family dwellings in the Fourth Ward would be erected. Since that time opposition groups in the City caused delay after delay , the programs languished, and in January of this year our application for Urban Renewal Assistance was terminated by HUD because we did not have sites outside of the Fourth Ward in which to move residents into.

Now, Englewood is a community of approximately 8,200 to 8,500 negroes out of a total population of approx. 29,000. They do reside in all areas of the community. The largest concentration is in the Fourth Ward which is 90/95%

negro at the present time. They live in the Third Ward and in considerable numbers; there they are in middle income and privately owned homes. They also live in the Second Ward which is primarily private-owned and one new garden type apartment that has been put up and is privately owned. In the First Ward they live in lower middle income housing, apartment and one family dwellings, and also in very expensive high class one family dwellings where professional negroes reside.

There is no area in the city that is denied to negroes for those who can afford to purchase property and by and large they purchase homes throughout the community.

It is not feasible, due to the lack of land, to relocate any large number of low income families in other areas of the community without destroying those areas as residential usage. This is, by way of background, so you know why we reached a stalemate in our Urban Renewal plans.

The City has adopted a Property Maintenance Code imposing penalties upon landlords who do not maintain their homes. We have also proposed our own privately financed housing plan. This has been met with considerable opposition again, from groups who felt that privately sponsored housing plans would not eliminate the problem in the Fourth Ward, and by many individuals who in my estimation do not want to relieve the situation that exists.

I have visited one or two substandard homes and agree that they are in bad condition. I also agree that there was poor maintenance of homes by the residents themselves. I noticed a very heavy odor of food and other bad odors. Normal housekeeping is on a low level. This is one of the general difficulties in the area.

They complained of rats in the area of the Fourth Ward. We have had periodic rat control programs. We have an exterminating company we bring in on a year round consulting basis. There has been no infestation of rats to my knowledge in that area. We recently reinstituted a search for rats, inspection of homes in the area and there were none. There are mice, usual roaches, bed bugs, etc., which we attempted to clear up.

At any rate these are the main so-called complaints from people at the time of the rioting.

To give you (by way of background) a picture of what actually happened at the time and in the area, I think that Lt. Ryan might see you through this. He was in the area and was in charge of a group of about 45 men and was injured during the rioting that occurred there.

Lt. Ryan: The attitude of the people was nasty. At first there were small groups but the crowd increased. The rain started and Mayor Volk informed the people that they would have further meetings. I gave the order to withdraw in order to allow the crowd to cool off which we did and returned to headquarters. Later we returned to the same area as two small fires (molotov cocktails) had broken out to which the Fire Department had responded and then left. It was at this point that the action became intense. An onslaught of rocks, bottles, and large pieces of glass were thrown down on the officers in all directions resulting in police injuries. The attack was eased off and the crowds dispersed into small crowds and continued to Palisade Avenue. The William & Jay Street area was policed until 6:30 A.M.. The Bergen County police patrolled the streets in cars for protection. The bombs were poorly made. Both Sireno's Market and Foti's Market had been on fire, and a fire bomb was thrown in a cellar on Jay Street.

Mayor Volk: On Saturday, the 22nd, the ringleaders requested a meeting of their own representatives --

Mr. Sharp: This was Sunday?

Mayor Volk: This was Saturday, the 22nd. The ringleaders requested a meeting of their own representatives. This was the morning after the uprising. I agreed to the meeting. ... at the First Baptist Church which is being rented by the Neighborhood Center. The head of the Neighborhood Center is Bergen County 'OEO Robert Boyd He was not at the meeting, but Augustus Harrison, local head of the center, was there. Harrison gave me a body guard in order to meet with this group. I met with about a dozen of these fellows, none of whom I had known except by name before and many of the names were quite familiar. None identified themselves but when they called each other a name I began to piece together that these were people with whom we had had a lot of trouble in the past in criminal action cases. One had spent 6 months in jail for beating up a State policeman - fellow by the name of Akridge. Another was involved in numerous acts of petty thievery and delinquency and had served over 30 years. All of them had criminal records

We discussed their demands. They wanted more recreation but they actually never really said what they wanted. They argued among themselves. It was obvious that all they wanted was to continue the disorder. Apart from the few minor demands, they had no definite strong gripes. Apparently no further negotiations were possible, although I did agree to meet with them a week from the following Wednesday on the matter of jobs. They had indicated they wanted jobs.

The meeting was over but after two or three hours of discussion with them I recognized the fact that no matter what we said these people had more in mind ; this was merely a smoke screen to indicate that they were willing to discuss the matter.

They ridiculed some of the so-called leaders of the negro community, such as the head of the Urban League, Mr. Crawley who had indicated at an earlier meeting that it was beyond his control; their Councilman, Vincente Tibbs, a negro. They felt that he was part of the power structure; he has lived in the Fourth Ward for many years. He is now finishing up six years on the Council. They also had nothing but scorn for ministers and social representatives in the past. In fact, there appeared to be very few people they had any respect for.

In the background of this group, one particular woman made notes and addressed them and advised them steps to take --- this was Mrs. Shirley Lacey who acted as their secretary and general organizer.

She has been identified with this type of organization, with CORE for sometime. She works for the O. E. O. in Newark as an advisor to Unwed Mothers. In the Mayor's Office in Newark, one of his investigators determined that her principal role is to load down the relief rolls to the degree that it would be difficult for the city to function Here in Englewood (she is a resident of Englewood) she is now head of CORE and is actually a general organizer. She is also involved as an executive director of a protest group located at 150 Nassau Street, New York City.

Many of the evening meetings were held in CORE headquarters, as I recall, prior to and also during the meetings.

Normal disturbance would start about 9:00 P.M.. Each night, prior to that time, we would get reserves in from other communities numbering as I mentioned before -

approximately 225 people total; including our own force.

These were scattered throughout the community in two or three posts and were used as reserves; as time went on we had it centered. After the first evening we set a general curfew - in fact the first evening we did also, starting at 8:00 o'clock - movies, liquor stores, bars, restaurants. Everyone cooperated. This was done on a volunteer basis through organizations. We did have minor difficulty with one liquor store manager but he eventually cooperated. We posted guards in front of these various locations with shot guns to warn against any violent action.

We closed off the main street, Palisade Avenue, and patrolled it. White residents were required to stay off the streets as well as negroes. We did have cars drive through the main street, as it is the hub of the Northern Valley and it is impossible without disrupting traffic completely to close it off. An occasional group of agitators would move through but they were pretty well confined to cars and shouting.

Mr. Sharp: Which street was this?

Mayor Volk: Palisade Avenue.

Mr. Sharp: You couldn't close it off the other way?

Mayor Volk: We can't actually, we have two one-way streets running through the North and South. Dean Street runs south and Grand/Engle runs norh This is traffic that is going to communities to the north of us and the south and they pass right through the center of town. Rerouting the traffic of course would cause a lot of delay; possibly in the future we will.

The pattern was pretty much the same, groups forming up in Mackay Park, adjacent to Williams and Jay Streets forming crowds in front of William and Jay Streets.

They set fire to Sireno's market and we put it out. The Fire Department decided that there wasn't any real severe damage caused but I will say after eight or nine alarms we did get people out of the neighborhood. After the first night of breaking some windows in the lower end of Palisade Avenue there wasn't any appreciable damage done.

On Tuesday, the 25th, I was approached by the Assemblyman Arnold Brown and Councilman Tibbs, both negroes, that five indigenous residents of the Fourth Ward wished to speak to me regarding this affair. They would not indicate who these indigenous residents were nor did they indicate what the subject matter of the meeting was except for the fact that it would be held in Lincoln School and that the public would be excluded but the press would be invited. After some reluctance, I agreed to attend with the city solicitor and Council President. We attended the meeting and the indigenous residents turned out to be the same people that were pretty much the organizers behind this --- Akridge, Lee, Hobson, Shirley Lacey, and others. Mr. Arnold Brown was covered by ABC-TV. reporters, newspapers, etc.. We sat across the table. It was apparent to me that these people were under the influence of some form of narcotics. .... marijuana perhaps - their eyes were tight and closed -- either drinking or some form of narcotics. They ranted and raved, made discordant demands, shouting, raising their fists, that type of thing --- threatening to burn out the town. They never in front of the press brought out anything except that "this would be a hot night".

The press became disenchanted with it, I believe, after an hour of this. They recognized that these people really didn't have justifiable gripes nor did they represent a protest movement.

It was apparent to me, what they wished us to do was to have us leave as quickly as possibe so that they could merely state that we had walked out on them at a meeting. We certainly would have been justified in doing it, in lieu of their behaviour. However we did stay until 11:30 P.M.; the meeting started at 8:00. At this time they got tired and they left and this was probably because the crowd had thinned out.

The rest of the night we had further sporadic trouble, as I recall. There were 250 people around Lincoln School awaiting the outcome of this meeting. I presumed that they were waiting and felt it would be over by 9:00 o'clock and that they could get started again in their disorder by 11:30. We had further demonstrations that night.

I went on the air - guess it was the following evening about 6:00 o'clock. Yes, on Wednesday evening, the 26th, through a local radio station and I laid it down in pretty definite terms that anyone who fired on the police would be fired on and that we would finish it up once and for all, and that we would not tolerate any form of continuous riotous behaviour and that the police would carry out these orders.

That evening we had sporadic trouble, however it never resolved in any further gunfire and that was the last night of the disturbance.

We secured the men on a partial basis the following night and over the weekend we had sporadic trouble with small groups of people but by and large, by the 28th we were handling it in our normal fashion with additional heavy patrols in the evening period. For several weekends thereafter we beefed up the patrol on weekends. Again we had small groups of juveniles largely trying to agitate in every way possible or create an interest , but none was created.

Now regarding casualties, there were eight policemen injured. We had damage to six police cars by rocks and bombs, approximately 50 windows broken. We had property damage to three stores and some damage to a 3-unit apartment above one of the stores -- that was Sireno's. We had no injuries after that first night, I don't believe -- is that correct?

Chief Madden: Yes. The injuries consisted of cuts and bruises from rocks and bombs. There was some gunfire, no one was hit. One of our police cars was punctured. The fire was returned in all instances. There was shooting from a car and shooting from roof tops.

Mayor Volk: We made it pretty well known though that we would fire back and that we were prepared. There were 26 people arrested.

Captain Harrington: Yes, we arrested three more two days later for looting. Brought the total to 29, and most of these cases are still pending. They will come up again in November.

Mayor Volk: They have been provided with expert counsel. The counsel is in the form of an attorney by the name of Ray Brown who is a very expensive and a well known attorney from Newark. It appears evident that these people were to receive expert counsel and that they would not spend any time in jail. They were bonded as well. They had pretty much of a free ride.

Mr. Sharp: Who is paying for their bonds?

Mayor Volk: Well, have we the records here?

Captain Harrington: Yes - they are:

BONDSMEN

Stuyvesant Bond Company
Louis Spruill, Bondsman
Jack Bernstein, Bondsman
United Bonding Company
Bert Greenberg, Bondsman
Public Service Mutual Insurance Co .
Cliff Murray, Bondsman
(a few relatives also acted as bondsmen)

Mayor Volk: Acting Chief Madden, have you anything in addition to say?

Chief Madden: Yes, some ridiculous requests were made that the police should allow these people to drink in the park, shoot crap and play cards without police interference. They also wanted to congregate on this corner at William and Jay Street without being dispersed. They could not understand why they shouldn't do it. The Mayor promised that he would set up benches on a city owned lot to keep them off the corners. He did that a couple of weeks afterward. Of course , they are now using this for the same purpose, drinking and shooting crap.

I would also like to show for the record that the Mayor had headquarters here on a 24-hour basis. He gave us everything we needed. Without his cooperation we wouldn't have been able to take care of it. He placed it on an emergency basis, without our having to go through channels.

Mayor Volk: You might emphasize the fact that there is a great need in these operations for centralized control. In view of the fact that we were organized for this type of operation, the County Prosecutor and the County Sheriff who are the legal control officers in the County (I believe that the County Prosecutor is designated as the senior law enforcement officer now although there is some discussion as to whether the sheriff or the prosecutor is). Both of them were here every evening and they turned complete control over to our department including control of their own men and their own chiefs.

We centralized control out of headquarters, centralized communication out of headquarters. We operated on a number of frequencies that would correspond with each of the departments that we called. How many frequencies did we have?

Captain Harrington: We operated about 12 frequencies.

Mayor Volk: We had our own Police Officer, Lt. Fecteau, who has a background in electronics. He organized it. We were able to maintain control through all the departments at all times. There wasn't any diversion of effort at any time nor did anyone else want dual control or even indicate that they would like it. In other words, it was felt that we were able to handle the situation in our own manner.

I advised the Governor of the situation on Saturday, the 22, at the request of the Prosecutor. We discussed it and felt the Governor should be advised of the disturbance. He said he would have a representative up here which he did have. On each night two state policemen were in headquarters, copying radio messages, etc. Other than that it was apparent that the State had no assisting police available. Possibly upon the advice of the representatives, he determined it was not necessary.

Mr. Sharp: Did you think that they were necessary?

Mayor Volk: No, I didn't think they were. What I wanted to do if it got any worse was to have a sufficient back-up but they didn't have any back-up available. I didn't request any help but if it warranted it, I felt that any National Guard in the area should be apprised of the situation so that it would not take so long to mobilize. But they already were mobilized and a number of them were in Newark on patrol duty and in Plainfield. There wasn't any need for outside assistance other than what we had.

I might say that all these men in the field were equipped completely as possible with hard helmets, riot sticks, shot guns, gas masks, tear gas (we didn't use the tear gas at all) . The weather was such that it was hot and muggy and this stuff would probably settle in the residential community and would probably cause more trouble than it was worth if we utilized it; it might well spread through the area.

We had some minor trouble several weeks prior to that while trying out gas; the wind picked up this gas during a test at our police range and had swept it into the residential neighborhood nearby. No one was seriously inconvenienced but there was talk about it.

We didn't use hoses; in fact the only force we did use was riot sticks and the shot guns as a warning and also when it was necessary.

As far as the civilian injured in this disturbance, there was one young fellow who apparently might have been hit in the face; though it was alleged he was pushed forward by two people identified with CORE. He was one of the people arrested for not following orders of a policeman and who inadvertently became embroiled in the crowd. Not knowing the circumstances exactly, it was our feeling that he was definitely used.

He supposedly had a plate in his head as part of his head had been shot off in a fracas in Hackensack. .... a young fellow about 16 years old, by the name of Samuel. Further investigation revealed he did not have a plate in his head - in fact he had never gone back for further medical treatment. I don't know whether he was lightheaded or not as a result of his previous injury.

It appears to us that they were attempting to use this as a type of incident, or example of police brutality. Since then a group known as Englewood Citizens Movement (some well meaning, some not so well meaning) have pressed charges that this was a matter of police brutality that this boy was injured. They made these charges informally and they gave them to me and we investigated and threw them out. It was a hearsay type of charge and there have been no other charges made against the police officer up to this time by any individual.

Mr. Sharp: Any other particular group of citizens?

Mayor Volk: The present group that operates in an informal manner is known as the Englewood Forum. This is the same group I mentioned before. They operate sporadically at various meetings, normally on Monday night. It is made up of residents of the Fourth Ward and anyone else they can bring in. They seem to be diffused. Largely, I would consider it another front organization formed to gain some respectability probably for the Fourth Ward.

That is it in general terms. There were many little incidents. As far as what we can learn by it, as far as control of this type of disturbance, we have learned to refine our techniques to some degree.

We have sent our officers to various seminars. Lt. Ryan attended one in Sea Girt. The state police were there and inquired of our operation. He was in demand by a number of communities that are not organized and seemed to want this type of information.

We have met with a number of other commissions to date, namely the O.E.O Investigator, the Governor's Investigating Committee, Senator Parsekian's seminar on rioting. We could use better psychological means of controlling this thing. I'm not sure exactly how that might be done. I would think this is one area that we could use some help in.

Captain Harrington: We find that there is a definite misconception on the kind of crimes that are committed. Larceny is never called petty larceny, it is called looting. Looting has become an acceptable factor, a common practice in riots at the present time. Basically it is put on T.V. and this medium's use is an encouragement rather than a discouragement.

Mayor Volk: I think that one) we would like to recommend that all television cameras be kept out of the area and; two) that news media be somewhat controlled. We gave access to reporters and kept them here in City Hall at their own risk. We would not provide them with any protection. Just about all of them stayed at City Hall and we allowed them to listen in on the Police broadcasts and gave them periodic reports.

I would say the actual occurrences and the sequel of events were fairly reported. Sociological problems were distorted and some of the background information. One of the areas that I considered a serious deficiency is that some of the stories that came out of Washingjton's Headquarter's Report was the emphasis on sociological changes, etc., but the fact is that federal help has been lacking in housing from the Government. We have been disappointed by this.

However, we will rectify it ourselves. Incidentally, since that turndown, a voluntary group in this particular area raised $100,000 in funds to erect housing in that area; this is despite the fact that a riotous condition occurred . The people came forward which indicates that the people in this community think a lot of it. This will be used as a non-profit corporation.

Our relations with the negro population in the past has been , I would say, excellent. We have good rapport. They are represented in all our city departments. In fact 20% of our police force is negro, Fire Dept as well, and 80% of the Public Works. The President of the Board of Education is a negro, former President of our Board of Health is a negro. All of our committees and boards have negro representatives. The Postmaster of Englewood is a negro, one of the few in the United States. By and large, they participate in the control and government of the community.

This may be out of your subject matter, but it relates to another national problem, the evacuation of families. There were only four families involved from four apartments. They were being harrassed and these were negro families. We requested assistance from the Red Cross. This assistance was not granted. They did not consider this a disaster and refused to respond. To our minds, it was a serious breakdown in communication with that organization and unless it is justified it is going to be hard to rectify the difference around this area. I think this was a mistake on the part of the county, I am not certain. They claim it was national policy.

Mr. Sharp: We haven't run into that.

Mayor Volk: In other words, the emergency consisted of cots, blankets, clothing, etc. for people who are displaced. Did you run into any problem like that in Newark? Who provided assistance in that regard down there? Someone said that the Salvation Army did quite a job in that regard.

Mr. Sharp: Not in relocating them.

Mayor Volk: I think our Civil Defense Organization eventually provided cots and so forth. Some better machinery has to be set up in the future for this type of thing to take care of these people because I envision in the future you are going to have in a large community tens of thousands of people that you will have to take care of.

Captain Harrington: I contacted the Civil Defense-Disaster Control County Director and he said they would not become involved in civil disturbances but only for bombs and major disasters. Their vehicles could be used if the CD-DC identification was covered or removed which was no use to me. We didn't use them. This is disconcerting.

Mayor Volk: I intend to take these matters up in Washington, particularly the Red Cross. In Passaic County, this was not the case; I understand they responded there, so it may be a local situation. These are the things that have to be settled on a Federal level.

Mr. Sharp: It sounds awful to me.

Mayor Volk: It is a ridiculous situation.

Mayor Volk: On another subject, unfortunately the so-called leaders are not really leaders in the negro community. A lot of them would like to be but when the chips are down, they disappear. The Ministers --- not one of them came down though they had been involved in every discussion. They talk the power structure and complain about it; they take a lofty attitude but that is about it. The power structure -- it just so happens that in this city we have more than average wealth. We have a group of men who have achieved some financial success and they have contributed heavily to the community. By and large, they have done much during the years for the people in the Fourth Ward. One built the Methodist Church there. Their minister, Rev. Taylor talks about the power structure but a lot of the financial assistance comes from the white community . We have Memorial House --- this is run by a social service federation started back in 1900. It is an endowed organized volunteer service that provides assistance for people largely in the Fourth

Ward. This goes back to the early days of Englewood. It is largely for children and young people in Englewood. A pre-school and day nursery was set up three years ago - the Leonard Johnson Day Nursery which is also under the Social Service Federation.

Mr. Sharp: Did they receive some funds for this?

Mayor Volk: They did receive funds through O. E. O. and now the volunteer people are leaving. I suspect this will go down the drain altogether because of the regulations enforced by O. E. O.. Now they haven't the experts nor the volunteers to handle it anymore.

The Community Chest has been in operation for 35 years in Englewood. This provides direct financial assistance to needy families. The Englewood Hospital receives funds and about eleven other agencies.

We have in our community a Head Start Program which has been very successful for two or three years; we have a pre-school program, also the Work Study Program for on the job training while continuing their academic studies.

Mr. Sharp: Who administers that?

Mayor Volk: The Board of Education. --- We also have the Neighborhood Youth Corps and also an excellent Adult School of Education . You name it - we have it. In other words, we have been alert to the times and the needs.

Lt. Ryan: We have an extensive Recreation Program.

Mayor Volk: We have an organized Recreation Program for a generation. We have had the athletic director from the high school as head of this . In addition this year we have created the position of full-time Recreation Director. The Police are instituting an Athletic League of their own in connection with boxing for some of the young fellows.

We do not have a swimming pool at the present time in the community, other than the private clubs but are planning to build one - an all weather type.

Mayor Volk: One of the things we have done is to spend a lot of money on good schools. At the present time we are spending 3.2 million dollars on the expansion of our Senior High School. Within the past ten years, we have spent a great deal of money on them. So I would say that we have one of the finest school systems in the State.

Mr. Sharp: This is on the expansion of the city schools? Mostly on the facilities or an improvement of them?

Mayor Volk: This is the expansion of the present facilities. We tore down one school and are building a new city library there. We have had an excellent library in the community for about 50 years, 1905 it was started - about 60 years. We have received $400,000.00 in private funds for the new library.

Mr. Sharp: Yes I know of this - it is a very good looking site.

Captain Harrington: We had swimming all summer for the youngsters.

Mayor Volk: Yes, prior to the rioting we did make available to children swimming at the Englewood Country Club on a 1-day basis. For at least a decade or more we have been running bus trips daily during the summer for swimming purposes. We have granted a considerable amount of funds for field trips - we are close to New York. The Superintendent of Schools this year was made Superintendent of Schools in Philadelphia. He is considered one of the more advanced educators in the country.

Mr. Sharp: What is his name?

Mayor Volk: Mark Shedd. ---- All in all, you are now up to date on this information except for the fact that any community that has any sizeable element of sporadic lawbreaking you can depend on more. I think that we are going to have several because these people are unable to handle a job at the present time. Getting back to that one statement that I made before. They all said they wanted jobs - a week later I raised the question with them again. I met with a group of these fellows - there were T.V. cameras and they made a circus out of it. I started to talk to them about jobs and they harangued about a number of other things and again this was the same group that had caused the trouble. They started to chant - however I did get across to them what I came there for and asked who wanted a job.

Out of this appeal to business we obtained about 40 jobs. Though they say jobs are not available, this county is a surplus area for jobs. Bergen County is adjacent to Passaic County which I understand has an unemployment problem. I don't know, though I am inclined to believe it. There are no statistics available as to the number of unemployed here in the community. We presentedd the jobs to them, at any rate, paying as much as $140. for some of them - some of them paying more, some less. Out of a crowd of one hundred people many of whom had agitated for jobs, one man came forward and said he was interested in a job.

We publicized these jobs on the front page of the newspaper, the local newspaper, Press Journal, and a description of the jobs was given, and we found that eventually several of them were picked up but not by people in any way connected with the disorder. Some of them didn't even live in the Fourth Ward - they happened to read the newspapers and answered the ad for the jobs. So apparently this is not the basis for it.

What we do know is that 450 semiskilled and skilled jobs are available. In other words, we do not have skilled trained people for the jobs. I proposed to the Governor's office and to the county that a vocational training school be set up for these people similar to the Work Study Program. The study however would be at night and receiving free tuition. We have a vocational training school here in the county. As yet they are still fooling around with the idea of an Industrial Training school -- whether it is feasible or not is hard to say.

Mr. Sharp: Would this be on a city basis?

Mayor Volk: I am figuring on a county basis. This problem, as it exists, is just more than Englewood. I don't think that it is feasible for the city to engage in it because we wouldn't have a wide enough spread; a wide enough number of applicants for the specific jobs that we could offer. The JobsCorps Program does provide something similar to this but this is on a full time basis.

My thinking is that these men should not be taken out of the community but left in the community and supporting themselves and their families while they are learning. I don't know how successful it would be but it is certainly worth a try. There are similar programs being done but none along this line. Local industry would welcome it. I could go into that in more detail but that is just one of the ideas.

Any other questions that you have? By the way, the Neighborhood Center under O.E.O. was created, or rather established in the Fourth Ward . It is designed, I presume, to take care of all areas of poverty and to get jobs for the unemployables. I understand that they have gotten about 30 or 40 jobs since they have been in operation. We turned over to them all the jobs referred to my office.

There is a general feeling that they have counselled the young negroes not to take minimum pay jobs and this takes a lot of them out of the job market and they fall back on relief. The idea being that these are dead end streets, etc. Anybody that wants a job in this community can have them at the snap of their fingers because there is local industry around here and plenty of work.

We start off our laborers at $87.50 a week and they advance in three years to $93.00 a week. We start our Police off at $6100. contemplating a further substantial increase this year for the local Police and Fire Department. Their top is now $7800. This is approximately what it is about -- as far as jobs go. They are available.

We have one of the largest negro populations in the county, probably close to 1/2 the negro population of the county -- more than Elizabeth and Jersey City.

Mr. Sharp: More percentagewise?

Mayor Volk: More numerically. It represents one third of the city at the present time as a group. They are second generation negroes and they have done the same as the second generation whites - most of them have improved their living standards and have moved into one family dwellings. They are very happy with their situation.

Many of the negroes reject having low cost housing move into an integrated neighborhood. They recognize the fact that their land values will decrease. This is something that the Federal Government failed to recognize and it is an economic fact. This does not have much to do with racial background; this is the way they feel.

Mayor Volk: Any other question, Mr. Sharp?

Mr. Sharp: The city population is 28,000?

Mayor Volk: It was estimated at 26,056 in the 1961 Census - judged to be between 29,000 and 30,000 now.

State Historical Society of Wisconsin

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Folder 7

cl journal

New York Law Journal

Tuesday, December 17, 1963

Civil Rights Awards

Scrolls Go to Ten Attorneys

Awards for "outstanding service" were sent yesterday in connection with the observance of "Bill of Rights Day" by the committees on civil rights and legal aid of the New York State Bar Association, to ten lawyers for their special efforts in "promotion of equality of opportunity regardless of race or creed."

Scrolls marking the award went to: Morris B. Abram, New York City, who represented in Americus, Georgia, Negroes threatened with possible capital punishment for insurrection in connection with demonstrations for racial justice; Hubert T. Delany, New York City, for support of many interracial activities over a period of years; Richard F. Griffin, Buffalo, assigned as counsel in the United States District Court for the Western District of New York, to represent Black Muslim inmates in Attica State Prison in SaMarion v. Commissioner of Correction et al., involving a two weeks trial and more than two months actual work. This was in addition to assignment in other cases involving indigent defendants in criminal cases; William M. Kunstler, New York City, who has defended Freedom Riders in Mississippi, Negroes subjected to wholesale arrest in Albany, Georgia, and persons picketing against municipal ordinances in Danville, Virginia; Burke Marshall, Washington, D. C., Assistant U. S. Attorney General in charge of the Civil Rights division; Will Maslow, New York City, general counsel, American Jewish committee; John deJ. Pemberton, New York City, executive director of the Civil Liberties Union; Sol Rabkin, New York City, Chief Assistant Attorney, Anti-Defamation League; Carl I. Rachlin, New York City, who has represented Negroes in prosecutions in the south arising out of sit-ins and parades; Jawn A. Sandifer, New York City, state legal chairman of the National Association for the [illegible] of Colored [illegible] years.

THE NEW YORK TIMES, TUESDAY, MARCH 18, 196

Negroes Talk Over Leadership Roles

By JAMES T. WOOTEN

Special to The New York Times

PROGMORE, S. C.—James L. Felder was happy about his day's work.

As a field representative for the Scholarship, Education and Defense Fund for Racial Equality, he had come to this Atlantic Coast community to organize a leadership training conference for Negroes from two counties.

At the end of the first day, he was satisfied.

More than 100 officials and leaders were participating in the conference and for Mr. Felder and his organizaton, members are important.

On the evening before, they had listened intently as Lucius Amerson told how he had been elected sheriff of Macon County, Ala. That morning the participants had divided into two workshops led by representatives of the offense fund. They had talked about public relations, attitudes and racial awareness, and about the roles and responsibilities they shared as leaders in their communities.

Relations Checked

Now, they were on their reactions to the first workshop session.

"I'll tell you this, these people from up North got a lot on the ball," a Negro magistrate from Beaufort County was telling his companion as they walked past.

A school superintendent from nearby Jasper County was instructing a young teacher on the virtues of copious note-taking. "What's being said is important and if you don't write it down, you'll forget it and if you forget it, that's very bad."

They were walking from an old conference hall to a nearby cafeteria where the staff of Penn Center had prepared lunch for them. Their conversation drifted across the campus of the old Quaker school that was built after the Civil War to educate former slaves.

"These conferences are strange," Mr. Felder observed. "They can end up being absolutely nothing if you're not careful."

Deep Effect Seen

Apparently, Mr. Felder had been careful for, according to his own evaluations and those offered by the conference participants themselves, the weekend at Penn Center may have a profound effect on the future of Negroes in the area.

Beaufort County is a collection of large islands at the southeastern tip of the state. Negroes constitute about 40 per cent of its 30,000 residents and nearly one-half of its registered voters. In the last three years Negroes have been elected to the Board of Education and the county and city councils, and last spring, two won Democratic primary races for magistrate and were appointed, as is the tradition, to those offices.

But in nearby Jasper County, where the population is predominantly Negro, there are no Negro elected officials. Mr. Felder believes it is because Negro leadership in the community has been both ineffective and fragmented.

'To Get Them Together'

"That's the purpose of this conference to get them together," he added as he joined the others headed for lunch.

The sun strained through shreds of Spanish moss hanging from giant oak and cypress trees, and as Mr. Felder, a native South Carolinian, walked through the shadow patterns, he talked about the attraction of the region for those who live there.

"This is real pretty country here, O.K.," he conceded, "but more than that, those people are here because it's their home and they want to stay here and make it better."

The defense fund, he explained, tries to help them do just that by exposing them to tested and tried techniques for political success. "You see," he said, "we believe in politics and the power it can transfer to our people."

The conference began on Friday night and ended Sunday afternoon at a cost of about $1,000 to the fund, a New York-based organization subsidized by grants from foundations and from funds earned in contracts from industry for organizing and leading similar training conferences.

Dozens of Parleys

Mr. Felder, 29 years old and a former Army sergeant, is a native of Columbia who is a lawyer. He was the noncommissioned officer in charge of the honor guard for President John F. Kennedy's coffin. Now he is director of the defense fund's new program of assistance for newly elected Negro officials. The South Carolina conference was one of dozens already finished and dozens more planned during the coming year.

The fund leaders attempt to train the participants in the mechanics of winning politics, from qualification through campaign to election day procedures.

But here, this weekend, the discussion also took on a general aim.

"The real need of these people," Mr. Felder said, "is to get to know each other as leaders, as Negro leaders. They need to get together often, to cross their organizational lines, to build a black coalition."

GET IT TOGETHER!

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SATURDAY, SEPT. 20, 9:30 A.M. - WORKSHOPS

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LATIN TIMES
6-[illegible]-69

MEXICAN AMERICAN SCHOOL BOARD MEMBERS FROM SOUTHWEST TO MEET FOR UNPRECEDENTED CONFERENCE IN WASHINGTON D.C.

Washington, D.C. -- Over 50 Spanish-surname school borad members from both rural and city school districts in Arizona, California, Colorado, New Mexico and Texas are arriving in Washington, D.C. today to attend an unprecedented Conference, June 26-28 at the Statler-Hilton Hotel.

The Conference, the first of its kind for Spanish-surnamed Americans, will focus its attention upon providing for an exchange of knowledge between the participating school board members. It will also focus upon encouraging the school board members to further develop in porviding needed programs to help the bilingual, bicultural child.

Co-sponsors of the Conference are the Southwest Council of La Raza, a non-profit organization of Mexican Americans devoted to the improvement of conditions for the Spanish-speaking community in the United States, and the Scholarship, Education and Defense Fund for Racial Equality, Inc. (SEDFRE), the nation's largest civil rights training organization.

Skill development will be conducted by professional trainers during the entire conference period. These workshops have been designed to accomplish three main purposes: to develop the skills of school board members to deal more effectively with their official duties; to discuss and better understand the major issues and problems plaguing public educators;

REPRINTED FROM *Saturday Review*

June 21, 1969

Power to the People

ONE OF THE MOST significant developments of the civil rights movemen is the rebirth of politics at the grass-roots level. In the nation's rura and urban slums, communities are organizing to handle local problems and increasing numbers of the black and the poor are attaining leadership positions and public office.

To stimulate and encourage this local leadership and give it technica support unavailable elsewhere, the Scholarship, Education, and Defens Fund for Racial Equality (SEDFRE) developed workshops, seminars and a Technical Assistance Program to bring the activists together wit experts who can provide needed information, skills, and insights. Las year, SEDFRE—an independent national organization operating sinc 1962—concentrated on helping to organize and run political campaigns and claims some credit for the substantial rise in the number of Negroe elected to office as school board members, sheriffs, justices of the peac and legislators.

But participants in SEDFRE workshops also include welfare recipients, students, lawyers, policemen, farmers, suburbanites, an big-industry personnel. The aim is to help people understand and effec social change—to end the pattern of the past, where the higher th office attained, the further the community leader moved from hi constituency. The method is to offer a wide variety of training in skill and a substantive knowledge of issues. In a sense, it represents a nev and vital form of adult education.

SEDFRE is an outgrowth of the civil rights movement, particularl the voter-registration drives in the Deep South. "We thought we wer successful in those days," says Marvin Rich, SEDFRE President "and in a sense we were. But the grass-roots leaders of the movemen had to develop their own skills once the outsiders went home. Ultimat ly, local people have to work out their relationships with their community." Like most of SEDFRE's staff, Rich has had a wide range o

2

experience in civil rights work: for five years he was community relations director of the Congress of Racial Equality (CORE).

The SEDFRE staff is largely (but not exclusively) young, sophisticated blacks who know that neither the black nor white community is monolithic, that the divisions within each are deep, but that they can and must be surmounted to achieve a common goal.

An example of how this non-doctrinaire approach works was the National Conference of Black School Board Members, held last winter in Warrenton, Virginia. Bringing together more than 100 school officials from thirty states, the four-day session revealed some basic disagreements, from feelings regarding the words "nigger" and "black" to views on community control of schools and efforts at integration. Using techniques similar to sensitivity training, the SEDFRE staff sought to reveal and explore these different attitudes and then to lead the participants beyond them to help each other deal with their common practical problems—such as how to get white majorities on local school boards to respond to black needs; how to read and analyze a budget, plan programs, and find new sources of financing; how to get more able and sympathetic school administrators; and how to change the curriculum.

The conference's techniques are employed in less elaborate SEDFRE workshops, such as those in New York City public schools this past month. Working in five weekly three-hour sessions in a poor black school, the SEDFRE staff tried to bring parents and teachers together in that strife-torn system, to develop better communications between the two groups, and to teach them specific methods of working together on mutual problems.

Beyond the conferences and workshops is the new Technical Assistance Program designed to provide on-going, systematic services for newly elected Negro officials, about one-third of whom are school board members. SEDFRE also offers legal assistance to welfare rights groups and other community organizations. It has assisted the growing network of Southern economic cooperatives—one of the few practical hopes available to farmers being automated out of a livelihood in the South—and it offers scholarship aid to "young men and women with demonstrated leadership ability who do not qualify for conventional scholarship assistance." —B. B. S.

'Rights' fund to help Southern black mayor learn the ropes

By George H. Favre
Staff correspondent of
The Christian Science Monitor

New York

Fayette, Miss., which elected the first black mayor the state has known since Reconstruction days, now finds itself in a position similar to that of many a former European colony suddenly become independent.

Neither Mayor-Elect Charles Evers, nor any of the other 20 black officials who swept out the reigning, white-dominated administration in the last election, has ever held a political office. The mysteries of preparing a city budget, of administering police departments, or maintaining public-works programs all are outside their experience.

And, like many an emergent former colony, Fayette's economy is measured more in minuses than in pluses.

Average income in Fayette, for example, is about $480 a year, compared with more than $2,500 for this nation in 1966. Some 65 percent of Fayette's population is on welfare. Unemployment runs at a rate of 35 percent.

Jefferson County, of which Fayette is the county seat, is rated the fourth-poorest county in the United States.

"The problems," said Mayor-Elect Evers at a press conference here, "are limitless."

Fund to help out

It was the compounded fact of inexperience and a barrowful of economic and social problems that brought Mr. Evers to New York. At the press conference, held in the Overseas Press Club recently, he announced that he and his fellow black leaders from Fayette will be assisted in learning the ropes of city administration by SEDFRE—the Scholarship, Education, and Defense Fund for Racial Equality.

SEDFRE, which calls itself the largest civil-rights training organization in the United States, has been helping black leaders like Charles Evers since 1962 to deal with local problems.

In the case of Mr. Evers and his fellow officials, SEDFRE has set up a wide-ranging program, which the visitor detailed.

A series of training workshops, starting this weekend in Natchez, Miss., will bring a panel of experts together with the neophyte city administrators of Fayette. They will look at schools, housing, investment potentials, and the poverty program in Fayette. Together, they will draw up long- and short-range programs for community development, emphasizing economics and education.

Assistant provided

SEDFRE will provide a full-time administrative assistant for Mayor-Elect Evers, who takes office July 7. In addition to helping the new mayor handle local programs, the assistant will free Mr. Evers to tour the nation in an effort to solicit any help he can get for Fayette. He will be asking foundations for cash grants or other local aid. From industry he will seek commitments to bring plants and jobs to his poverty-ridden city.

SEDFRE will aid in this effort by providing a special assistant to help explore private and public resources for needed help. Asked how optimistic he is on getting such aid, Mr. Evers replied: "That will depend on whether the people of this country want to see us get ahead or spin our wheels."

U.S. school funds sought

Along with its other programs, SEDFRE will help the new administration in its effort to make the school district of Jefferson County comply with federal desegregation guidelines, so that the school board is once again eligible for federal funds.

SEDFRE and the administration will sponsor a series of neighborhood planning conferences, with the hope of lessening racial polarization.

An industrial park, owned by the city now, will be expanded to include vocational training as well as to bring in new industry.

Meanwhile, the Mayor-Elect has been working closely with the incumbent white mayor to familiarize himself with the office and its demands. "He has been very cooperative," said Mr. Evers. "We have been working together for all of last week and have gone through the tax situation, relations with the Mississippi Power & Light Company, and court procedures."

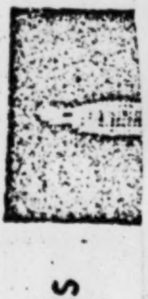
Sprinkling of resignations

Some of the outgoing aldermen have also been helpful to their replacements, Mr. Evers reported, and the outgoing city clerk "has been more than helpful."

While the incoming mayor has received only a few resignations from white department heads who worked under the retiring administration, he said it is rumored that all but one black policeman will resign their posts. However, he added, he has had applications from as many whites as there will be posts to fill.

Among those resigning are the chief of police ("he was going anyway," says Mr. Evers with a smile), and the man in charge of streets and sewers. "He was on the way out, too," said the Mayor-Elect—we have no sewers in Fayette, and he's held that job for 20 years too long."

NEW ORLEANS
STATES-ITEM
Saturday, July 24, 1965 ★ ★ ★ FIFTEEN



Louisiana Politics

By CHARLES FERGUSON

BATON ROUGE—Because he usually can hold his own, Gov. John J. McKeithen enjoys fencing with reporters at his free-wheeling weekly press conferences. This week, however, the governor's compulsion to talk, elaborate, repeat and spout off led him to commit what many believe was a serious blunder.

At his press conference Thursday, the governor said the biracial advisory commission recommended by the Council for A Better Louisiana would be used "to destroy" the Congress of Racial Equality, the organization spearheading the militant civil rights movement in the state.

Later in the day, the governor issued a statement amplifying his remark.

"I meant that our commission, by functioning in a manner fair to both races, would destroy the need for CORE or any similar organization, white or colored, in Louisiana," the governor said.

But it was too late.

In fact, the governor's statements during the press conference left the distinct impression that the commission would not function, as intended by its advocates, as "a creative force."

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THE PURPOSE OF THE commission, to be composed equally of whites and Negroes, Gov. McKeithen said, would be to rally "massive support" among resident whites and Negroes to drive out of Louisiana by sheer weight of local public opinion, if this were possible, "outsiders," namely CORE.

In his remarks, the governor indicated the commission would not deal directly with the militant groups, such as CORE and its local Bogalusa affiliate, the Bogalusa Civic and Voters League, nor would such groups have representation on the commission.

Questioned on this point, he replied that no one would be appointed to the commission "who violates or advocates violation of the law."

There are those who feel that the commission, if it is to function effectively even in an advisory capacity, must deal directly with the militant Negroes, most of whom are not willing to accept as spokesman, such men as Dr. Albert W. Dent, president of Dillard University and A. P. Tureaud, New Orleans attorney for the National Association for the Advancement of Colored People.

These persons also are concerned by what they feel has been the governor's failure to get to the root cause of the problem, specifically that he has yet to fully acknowledge that Negroes in Bogalusa, Jonesboro and elsewhere actually have any legitimate grievances.

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M'KEITHEN'S ANNOUNCED intention to destroy CORE, which he called a professional trouble-making organization, certainly reflecting the thinking of many whites in Louisiana, was not calculated to bring the civil rights group around to his way of thinking, and may have intensified resistance.

The response of militant Negro spokesmen was predictable.

In New Orleans, David Dennis, program director for CORE's Southern regional office, said:

"There's only one thing that can run CORE out of Louisiana—that's freedom for all the people of Louisiana."

In Baton Rouge, Murphy W. Bell, president of the Baton Rouge chapter of the NAACP and Ronnie Moore, CORE field secretary, issued a statement accusing McKeithen of "telling the people who form his constituency that he and his handpicked group of advisors will solve the problems of race relations in that state without regard to the needs, desires and demands of the groups of people who have any ability to articulate these needs, desires and demands."

The statement said the commission "would exist at the whim of its creator—the white governor of the state of Louisiana."

No Negro "with any respect for the efforts of his race," Bell and Moore said, could accept a position on the commission.

The governor's remarks, indeed, will make it difficult for Negroes [illegible] without being branded "Uncle Toms" by members of their own race.

Many observers feel that if McKeithen's remarks were aimed merely at making the biracial group more acceptable to segregationists, they went too far, and perhaps damaged the dove of racial harmony before it got off the ground.

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A QUESTION STILL PERSISTS, however, as to whether the governor is laboring under a genuine misconception as to how the commission must function to become effective.

The governor's remarks left the definite impression that the commission would function simply as a passive advisory group, rather than as the shirt-sleeves working organization envisioned by its proponents.

Gov. McKeithen, of course, is faced with difficult decisions, political decisions, as well as, perhaps, decisions of the soul for a man born and raised in the hotbed of segregation, rural North Louisiana.

Maybe he has the feeling that events are marching ahead too rapidly, perhaps that he has done all he can or should do, although this is doubtful for no one knows better than he that events do not wait, nor go away and that the force of the civil rights movement in Louisiana is too great to be stopped by words and promises.

In any event, the commission certainly would have gotten off to a better start had the governor arrived at the press conference Thursday with a prepared statement outlining the role and works of the commission, then limited himself to a brief series of responses.

Instead, he opened himself up to an array of questions, and each question seemed to provoke a stronger response, until it was too late.

Newark Sunday News

NEWARK, N.J., SEPTEMBER 18, 1966

Politics and People

Two-Party System in South of Little Help to Negroes

By THOMAS O'NEILL

Washington

Across most of the five-state Goldwater belt of the deep South the newly franchised Negro is discovering that at election time his painfully won right to vote becomes pretty much a case of being all dressed up and no place to go.

The candidates offered by the old Democrats and the new Republicans rarely offer him a choice on the subject closest to him, full citizenship instead of associate citizenship in the human race. Republicans are as hostile as Democrats have ever been.

Says a nonconformist Democrat, Atlanta Congressman Charles Longstreet Weltner, in capsule explanation: "Southern Republicans are simply Democrats in button down collars."

Substantial registration gains in the year since the voting rights law took effect, a total of 416,000 for the five states, have brought little in the way of tangible progress. Local offices like school boards all their way in areas such as several Mississippi counties where Negro voters are a majority and white candidates sidestep a contest, but such achievements rest on their own vote alone, and nowhere on a state level are Negro electors a majority.

Change No Help

When, as in the Alabana Democratic primary for governor this year, Negro voters solidify behind a sympathetic white candidate the white electorate flees that candidate.

The budding two-party system represents a monolithic front against the Negro voters. The infant Republicans underwent an internal upheaval two years ago, when Goldwater forces took over the party organization in the states won by the Republican presidential nominee, Alabama, Georgia, Louisiana, Mississippi and South Carolina—and purged the moderates brought in earlier by the appeal of Gen. Eisenhower. The moderates had aimed at a broad base, the new proprietors were intent upon making the GOP race even more hidebound than the Democrats.

The change was spotlighted lately when Gov. George Wallace rammed through the Alabama legislature a d[illegible] of federal school poli[illegible] nullified school district [illegible] ments to federal gui[illegible] for progress toward i[illegible] tion.

Loud objection was [illegible] by the Republican no[illegible] for governor in the Nov[illegible] election against Gov. [illegible] lace's wife, Lurleen. F[illegible] moment it appeared tha[illegible] Republican, James D. M[illegible] was defending racial prog[illegible] It quickly developed he m[illegible] Gov. Wallace was endangering federal authorities into the courts to get a sweeping order for integration covering the entire state school system.

BARRY GOLDWATER

He Won a Southern Belt

[illegible] strict

Outdoing Wallace

Mr. Martin made himself a stouter segregationist or at least a smarter one than Gov. Wallace.

The author of Barry Goldwater's "southern strategy" hitting hard at civil rights, is the Republican candidate for the United States Senate in Alabama, against veteran Democrat John Sparkman. Negro voters may be able to detect a choice there, but if [illegible] their man is dead. [illegible] an exception to the total stone face against the Negro voter and time may be running out there.

The racial turbulence in Atlanta seems likely to react against moderates in both parties. This appears to be the case even though one outbreak was set off by the unprovoked shooting of a Negro teen-ager by an apparent protector of white superiority whose impressive police record includes a conviction of sodomy.

The effect was visible in the Sept. 14 primary for the Democratic nomination for governor. Ellis Arnall, who was a humanitarian as well as a far-sighted executive and prudent in fiscal affairs during a term as governor from 1943 to 1947, was a candidate to return to that office.

Drop in Rating

An Oliver Quayle poll prior to the rioting pointed to a 40 per cent vote for Mr. Arnall. After the outbreaks his Sept. 14 primary vote was but 30 per cent. He faces a runoff election Sept. 28, and further disturbances could defeat him. His most dangerous antagonist, no candidate in the primary, is Stokely Carmichael, who threatens new rioting.

The Republican entry for governor, Howard Callaway, a former Army officer educated at West Point, campaigns against federal aid to education and practically everything else. He is the November fav

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Support For Civil Rights Drive Waning As Backlash In[illegible]

MANY MODERATES LOSE ENTHUSIASM

Protests in the North Evoke Hostility as Some Liberals Shift Focus to Vietnam

Continued From Page 1, Col. 4

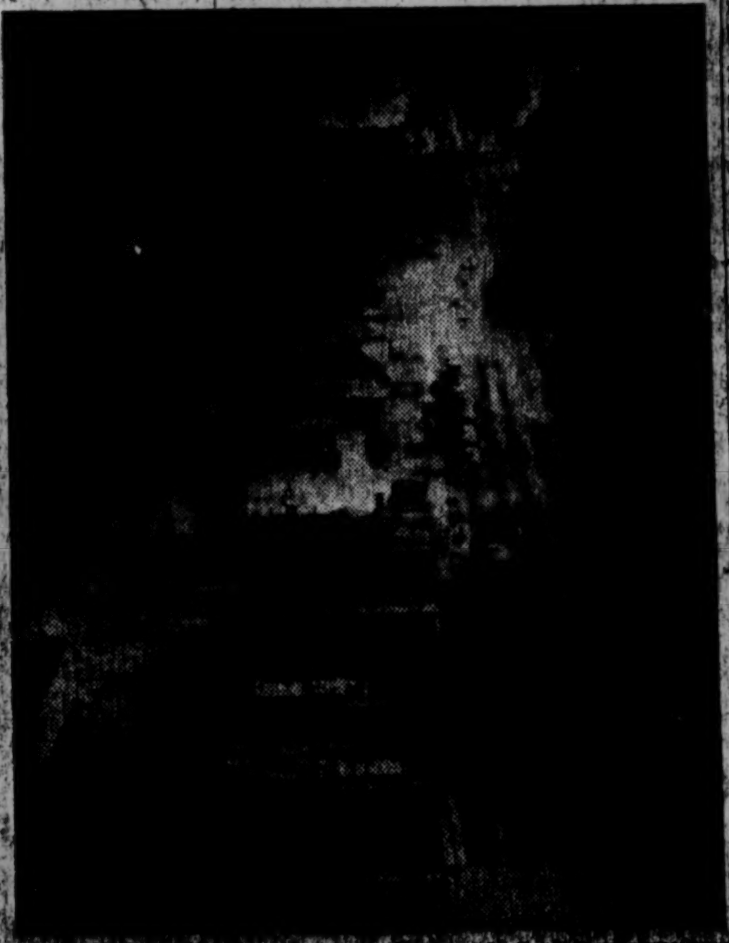
that it was having a political impact because it was "coming during a period in which the civil rights coalition has lost its mobilization."

Many liberals remain committed to the Negro, but speak out less because they do not know how to solve the newer, more difficult, problems. Many say they are not getting the leadership they had expected from civil rights organizations.

Meanwhile, many Northern whites, who were silently opposed, or indifferent, to civil rights demands, are speaking out because they feel themselves personally challenged.

For others, liberals and moderates, Vietnam has replaced civil rights as the No. 1 issue. Some Northerners have cooled on civil rights because of opposition from the Southern Christian Leadership Conference and the Student Nonviolent Coordinating Committee to [illegible]

MARCH 7, 1965: John Lewis, former leader of the Student Nonviolent Coordinating Committee, on the ground during attempted march on state capital from Selma, Ala. Such incidents built public support for Negro movement.



AUGUST 13, 1965: Smoke hangs above Watts during the rioting in the Negro ghetto of Los Angeles. Rioting and the mounting pressure for housing desegregation have been alienating many of the movement's supporters.

cause of the black power philosophy of the Student Nonviolent Coordinating Committee and of CORE, and in part be- [illegible]

President contended that Mr. Johnson had been thinking in terms of an economic program [illegible]

ers on civil rights contends that "it's easy to overemphasize the importance of the Moynihan [illegible]

they were opposed — is the role of the [illegible] adjustment [illegible]

much [illegible] we lost [illegible]

The [illegible] liberals [illegible] disappointment [illegible]

Could [illegible] was the [illegible] of the [illegible] when the [illegible] the South stripped away the gains that the Negro made.

Dr. Pettigrew of Harvard believes that, while the country may hesitate for 10 years or more, it will be reluctant to go backward.

"For one thing," he says, "the Negro has learned to [illegible] and that may serve as a brake. And then there is a matter of the Negro vote, which is strategically placed in Northern cities. The politician may be able to avoid giving the Negro all he wants in the next few years, but he will not be able to offend him."

But among other liberals there is concern that there may be serious slippage for the Negro.

"The fearful thing is that whites might come to look on the racial problem as mainly a law enforcement problem, and that they will use the police to contain the Negro in the ghetto," said Mr. [illegible] of the Field Foundation.

"That way whites would be able to sleep peacefully in the suburbs and let Negroes [illegible] among themselves. The tragedy is that we might be able to [illegible] along that way for a generation or so."

[illegible]

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Still others, who identified with the Negro when he was under physical attack in the South, switched their identification when riots erupted in Northern cities.

"Civil rights leaders," said Nathan Perlmutter, director of domestic affairs for the American Jewish Committee, "usually say that it [the lack of momentum] is due to whites thinking the battle is over and sitting back."

'Hate Whitey' Talk

"This may be part of the problem," he said, "but another part is white reaction to black nationalism, riots and 'hate whitey' talk."

"The liberal white man knows that he is as much 'whitey' to a marauding hater as the bigoted white man and this realization is having its effect," Mr. Perlmutter said.

In St. Louis, however, the issue that angers Leo Ellison, a 69-year-old truck driver, is housing desegregation. "Black power don't bother me none," he said. "They can shout all they want—black power, white power—just so long as they stay away from me."

At Harvard University, Bernie ranks, a graduate student, slipped into an easy chair to relax from an exam and talked about a "lack of goals and direction" in the civil rights movement.

"A lot of students here would like to do something, but they don't know what to do," he said. "I think you could get as many volunteers out of here today for civil rights projects as you ever could. The problem is — nobody is asking for volunteers."

In many parts of the nation, however, liberal enthusiasm is ebbing. In New York, anti-Semitism among Negroes disturbs the Jewish community, which has long been the financial backbone of the civil rights movement.

"It isn't so much that the anti-Semitic remarks of a LeRoi Jones are appalling," said Mr. Perlmutter, "it is the silence on him by Negro leaders."

At the headquarters of the American Synagogue Council in New York, Rabbi Henry Seigman, the executive vice president, said the "Mount Vernon incident" [in which a Negro member of the Congress of Racial Equality said the trouble with Hitler was that he did not kill enough Jews had a "tremendous impact on the Jewish community."

"Most of us realize that we can't use incidents like this as an excuse and that we have to face up to our own responsibilities," he said, "but Negro leaders could make our job easier by recognizing that anti-Semitism is a real problem."

Financial support by Christians for church-related human relations organizations, as well as for the civil rights movement, has also declined.

North.

"As long as the civil rights movement was confined to the South, you got few complaints," he said, "but when there's activity in the North, someone's toes usually get stepped on."

For years, Rabbi Seigman said, the American Synagogue Council had no special commission on race because it was not needed to arouse Jewish support for civil rights activity in the South. But recently one was established to prepare Jewish neighborhoods for "integration in their own backyards."

"I don't want to make the picture sound too bleak," Rabbi Seigman said, "because Jewish support for civil rights is still high, but we do have a problem with disengagement and we are trying to meet it."

Organized labor is wrestling with some of the same problems as the church groups, although the civil rights effort of the industrial union department of the American Federation of Labor and Congress of Industrial Organizations is increasing.

The department has assigned full-time workers to the Rev. Dr. Martin Luther King's civil rights campaign in Chicago and has stepped up its drive to organize migrant farm workers.

But, says Jack Conway, the department's executive director, "when you get into things like fair housing or raising taxes to meet the needs of the cities, labor people react just like individuals in general."

"I think the nation has to face up to the fact that it has to do more for the Negro—particularly in terms of economic programs — and I think it will face up to it," he said.

However, Mr. Conway said that a program just had not emerged yet. This failure by civil rights leaders to agree on an economic program is a constant complaint of white liberals.

Capital Conference Decried

"What happened at the last White House Conference on Civil Rights?" one influential liberal snorted. "They came up with a $100-million price tag and 80 pages of proposals and stuff. You can't sell a price tag, and how in the hell do you sell 80 pages of anything?"

His complaint is only a part of the disenchantment, much of it still voiced in whispers, that is developing among white liberals.

Congress and the President would have accepted a civil rights bill "twice as sweeping" as the one just put aside by the Senate, a man close to the White House declared, if civil rights leaders had put aside their differences and given legislation their "all out" support.

But, the man said, "people like Stokely Carmichael [chairman of S.N.C.C.] and Floyd B. McKissick [executive director of CORE] blew it by taking the attitude that they had had enough of the white man's laws

[illegible] countries [illegible] said, "all of those people pulled the rug out from under him by ganging up on the Moynihan report."

The "Report on Negro Family Life," which was prepared for the President by Daniel P. Moynihan, a former assistant Secretary of Labor, was widely attacked for putting "too much blame" on the Negro for his problems. It said that the Negro family was disintegrating and was becoming increasingly matriarchal.

Although Mr. Moynihan declines to comment on his conversations with Mr. Johnson, he heatedly denies that the report did anything more than to describe the dilemma of many poverty-stricken Negroes and to set the stage for Federal action.

"We had this Congress with us," he said. "We had the money, and the moment, and we missed the opportunity. Now I'm afraid we are going to get a right-wing reaction . . . You cannot mistake a real withdrawal of sentiment in the North."

However, a liberal who works closely with Presidential advis- [illegible] rights."

"It is true enough that he doesn't want to stir the pot on civil rights at this particular time," he said, "but the main reason for this is that he has his hands full on Vietnam, and he senses that any big program wouldn't have popular support, at least for the time being."

Certainly, popular support is fading after reaching an emotional pitch during the crisis in Selma, Ala., early last year.

"There is something about the Western mind that makes us believe that suffering purifies," an intellectual who was in the Government said, continuing:

"Selma was perfect last year for putting whites on the side of the Negro. That sheriff down there not only knew what to do but when to do it — just in time for Huntley-Brinkley."

"After Selma, there was more than enough support to get the voting rights bill through Congress," he continued, "but then what happened within 48 hours after the bill was signed into law?"

"Watts blew up, and there were the Negroes — the very people we had loved because

The New York

685. © 1966 by The New York Times Company. Times Square, New York, N. Y. 10036 NEW YORK, MONDAY, SEPTEMBER 19, 1966.

Civil Rights: A Turning Point

Support for Negro and His Problems Found to Wane

Politicians Uneasy—Liberals Defect or Focus on Vietnam

This article is the first of three on the recent setbacks for the civil rights movement.

By GENE ROBERTS

Public support for the Negro and his problems is waning, white opposition is growing, and the civil rights movement is falling into increasing disarray.

Many white liberals are confused; others have become preoccupied with Vietnam. And white moderates, disturbed by Negro riots and mounting pressure for housing desegregation, are becoming apathetic, or hostile.

These developments, which emerged clearly in a recent series of interviews across the nation, have touched off a wave of unease among politicians.

In Washington, Congress is ready to kill a civil rights bill for the first time in three years, and some Presidential advisers say Mr. Johnson is convinced that the public mood will not permit any "big and bold" programs for Negroes.

It appears to be a major turning point for the Negro, who until this year had been gaining momentum in the social "revolution" that he began in late 1955 with the Montgomery bus boycotts.

For many civil rights enthusiasts, the question now is not whether the Negro can win [illegible] new legislation, but whether he can muster enough political strength to force strong enforcement of existing civil rights legislation and prevent the erosion of the gains he made when the revolution was at its peak.

Already, some who want the revolution to rush on to "completion" see parallels between now and the end of last century's Reconstruction period, when the North lost interest in the Negro.

"One of the fundamental things that didn't happen in Reconstruction was land distribution," said the Rev. James Breeden, assistant director of the Commission on Religion and Race for the National Council of Churches.

Economic Prospect Bleak

"That would have its parallel today in our failure to turn over significant economic resources to the dispossessed," he said, adding that, with the mood of the country as it is, "there is not going to be any meaningful economic program" for Negroes.

With uncertainty rippling across the political scene, there is little reason to think he is wrong.

In California, the possibility of a white backlash is a major concern of Gov. Edmund G. Brown in his campaign for re-election against Ronald Reagan. In Maryland, open housing was the major issue in the Democratic gubernatorial primary.

Only a few months ago, Georgia liberals were saying proudly that the state had "turned the corner" on the race issue. But a little later, liberal Ellis Arnall, a candidate in the Democratic gubernatorial primary, was concerned over a reaction to Negro riots and was putting a plea for "law and order" into almost every campaign speech.

In Alabama, advisers to Gov. George C. Wallace say mail from Northern admirers is "piling in" and that the ardent segregationist is certain to seek the Presidency in 1968.

"Backlash" is the word many politicians use to describe what is happening among the electorate. But the term implies a sudden reversal of sentiment, and there are indications that attitudes on race are more subtle.

"It's not so much a backlash," said Dr. Thomas F. Pettigrew, a social psychologist at Harvard. Rather, he said, it is an "out from under the rocks phenomenon."

He said the nation was seeing a "real mobilization of the hate that was always there," and

Continued on Page 38, Column 3

TIMES, MONDAY, SEPTEMBER 19, 1966.

On Negro Separatism

By WILLIAM V. SHANNON

In terms of both ideas and political strategy, the civil rights movement has reached a critical stage.

Stokely Carmichael, of the Student Nonviolent Coordinating Committee, has raised the provocative slogan "black power" and seems bent on transforming the civil rights movement into a purely Negro movement in which "whitey" will be the new second-class citizen.

This has divided the Negro radicals and their white sympathizers from the more sophisticated leaders of the larger, better-established organizations such as Roy Wilkins of the National Association for the Advancement of Colored People and the Rev. Dr. Martin Luther King of the Southern Christian Leadership Conference.

Pressure on Leaders

These leaders, who believe in integration as an ideal and in cooperation with whites as the only practical strategy, are themselves under intensified pressure to prove that practical politics in coalition with whites actually brings results. The preoccupation of the Johnson Administration with the war in Vietnam rather than the war on poverty harms them, and so does the poor progress of the civil rights bill in the Senate.

Bayard Rustin, one of the chief Negro theorists of the coalition viewpoint, felt constrained to remind the readers of Commentary magazine this month that despite the great legislative and juridical victories for civil rights over the past dozen years, "Negroes today are in worse economic shape, live in worse slums and attend more highly segregated schools than in 1954."

"More Negroes are unemployed today than in 1954; the gap between the wages of the Negro worker and the white worker is wider; while the unemployment rate among white youths is decreasing, the rate among Negro youths has increased to 32 per cent," Mr. Rustin wrote.

Under these circumstances, radicalism of the Stokely Carmichael variety naturally finds an audience in the Negro ghettos. But this radicalism and the furor over "black power" have almost paralyzed many politicians who are fearful that a white backlash vote may develop against them in November if they push too actively for programs that help Negroes, such as open occupancy in housing and the war on poverty.

The Immigrant Thesis

Meanwhile, some white intellectuals have advanced the theory that the Negroes coming to the Northern cities from the impoverished rural South are not really so different, after all, from the European immigrants of the past century. The crisis of the cities and the social disorganization of Negro families are not, it is suggested, so strikingly new as most people have thought.

Although an enhanced sense of historical perspective is always welcome, it is surely the differences rather than the similarities between the European immigrants and the Negroes that matter. In past generations, when a successful immigrant moved into a new and better neighborhood, his children might at first be snubbed at parties or suffer other social slights, but few neighbors were gripped by the panicky impulse to sell their houses before more of "them" moved in and property values fell. The sexual fantasies and hysterical fears that complicate racial problems did not exist or, at least, not with the same intensity for ethnic minorities.

Many Negroes who do not share Stokely Carmichael's romanticism or confused revolutionary fervor have nevertheless been taking a fresh look at the inevitable limits of integration and at the positive possibilities of revitalizing the big city ghettos. Livingston Wingate, executive director of Haryou-Act, the Harlem antipoverty agency, has said what few Negro leaders would have said until very recently and that is that no amount of busing is likely to bring integrated schooling for most of New York's Negro children. It is more important to upgrade the quality of those schools than to worry about integration, he argues.

Dr. Thomas W. Matthew, a Negro neurosurgeon, has organized the National Economic Growth and Reconstruction Organization (NEGRO), which hopes to develop self-help and self-employment programs in Negro neighborhoods. It is odd to think of Harlem as a slum, Dr. Matthew contends, when its central location in Manhattan could make it a fantastically valuable stretch of real estate. He and other little-known Negro leaders around the country are striving in different ways to shape the separatist impulse behind the "black power" slogan into constructive channels.

They recognize that although individual Negroes, like the immigrants of past generations, are climbing to success, their individual triumphs do not transform or even importantly alleviate the lives of the impoverished Negroes left behind in the ghettos.

By Their Own Efforts

If Harlem and similar neighborhoods are to be transformed, Negroes have to do it themselves by their own efforts. A man can only respect other people when he first respects and has confidence in himself. Jobs and locally-run community action programs are essential in achieving that self-respect and confidence.

But since Negro America, like an underdeveloped foreign country, needs investment capital and technical assistance, Negroes in the slums can work out their own salvation only with the economic and political cooperation of the larger society. There is no separate black path to power and fulfillment that does not intersect with many white routes in this interdependent nation.

WILLIAM V. SHANNON is a member of the editorial board of The Times.

Clipp-

THE NEW YORK TIMES, TUESDAY, OCTOBER 4, 1966.

MISSISSIPPI PACT ON POVERTY ENDED

Head Start Group Is Ousted by U.S. for Irregularities

By JOSEPH A. LOFTUS
Special to The New York Times

WASHINGTON, Oct. 3—The Office of Economic Opportunity announced today that it had suspended Mississippi's Head Start project, one of the most politically controversial operations of the antipoverty program.

The poverty agency said its decision was not based on political and civil rights considerations, though these have sharpened the dispute over the project between militant civil rights supporter and segregationists. The decision was based, the agency said on serious deficiencies and irregularities.

An internal agency report last week said about $654,000, more than 10 per cent of the grant made to the Mississippi pre-school training project last February, should not be approved as valid expenditures because supporting documents and information were lacking. No criminal charges are being made

A new, biracial group, organized under the influence of the White House, is expected to succeed the ousted Mississippi group, which operated in 20 counties.

The poverty agency said, however, that it was inviting applications from other qualified and responsible groups and hopes to expand its work to parts of the state so far untouched by the antipoverty program.

Head Start is a health and school orientation for children of 3 to 5. It has a high degree of parent involvement and appears to be the most popular of the antipoverty projects.

The Mississippi project was known as CDGM, meaning Child Development Group of Mississippi. The sponsor was Mary Holmes Junior College.

The successor agency will be run by a 12-man board headed by a Negro and a white as cochairmen.

One is Aaron Henry, a Negro from Clarksdale. Mr. Henry is a civil rights pioneer who was one of the founders of the militant Mississippi Freedom Democratic party. He ran for governor in 1964 on that party's ticket, but has since left the group.

The other is Owen Cooper of Yazoo City, an official of the Mississippi Chemical Corporation. One of the members of the newly chartered group is Hodding Carter 3d, editor of The Delta Democrat-Times in Greenville.

The politically delicate task of setting up the new body was handled by Harry C. McPherson Jr., special counsel to the President, and Douglas Wynn, Greenville lawyer.

Meantime, Clyde C. Ferguson, Dean of the Howard University Law School, has complained to Sargent Shriver, director of the poverty agency, that some of his students, working as summer employes of the agency, had been "misused" in connection with the Mississippi investigation.

Mr. Shriver replied with a general denial and said he would investigate further. Howard is a Negro university in the District of Columbia.

Several of these students reported that they had been instructed to disguise themselves in their "movement clothes"—dress that would identify them with a civil rights organization — and find derogatory information about CDGM.

SCHOLARSHIP,
EDUCATION AND
DEFENSE ▬
FUND FOR
RACIAL EQUALITY

Powell row hurts the civil rights movement

Ouster from Congress makes many Negroes bitter, reveals dwindling white support

Powell, at Bimini retreat with Floyd McKissick, who heads Congress of Racial Equality, predicted large vote will return him to Congress.

The Adam Clayton Powell affair is bringing serious trouble to the civil rights movement. As a result of the refusal to seat the powerful Harlem Democrat in the House of Representatives, two prospects are likely:

- Increased Negro resentment against whites. This could mean more rioting in Negro slums. Says a Chicago Negro: "This summer could be the worst in the city's history."
- Less white support of Negro social and economic aims. Says Negro leader Bayard Rustin: "If this Powell thing keeps up, it could be dreadful, splitting Negroes and their white allies."

Ins and outs. So far Powell's ouster has caused Negroes to unite. Negro "black power" militants like Floyd McKissick and Stokely Carmichael have rallied eagerly to Powell. Responsible Negro leaders who cared little for Powell in the past see no choice. "If Congress had disciplined Powell," says Rustin, "Negroes might have split. By going too far, it congealed Negro sentiment."

Negro psychologist Dr. Kenneth B. Clark agrees: "The fact that Negroes had to close ranks behind Powell is pathetic," he says. "Those of us who were fighting him when white politicians found it expedient to deal with him are now silenced."

As for white supporters of Negro civil rights, most, says Paul Anthony of Atlanta's Southern Regional Council, "are puzzled by this Negro feeling." Says another white civil rights leader: "Imagine a movement as inspiring as this making a cause of Adam Clayton Powell. When he becomes a cause, I want no part of it."

Congress disposes. How big a cause Powell becomes hinges largely on Congress, most Negroes agree. Powell will be sent back to Congress either by the courts, which he is petitioning, or by Harlem voters in a special election Apr. 11.

Either way, Congress will find the problem writhing in its lap as summer approaches. At present, most congressmen feel adamant about keeping Powell out, and are likely to reject him again if he is reelected.

What they will do in the face of a court order that he be reinstated is another question. Washington feeling supports the opinion of Dr. John Morsell, assistant executive director of the National Assn. for the Advancement of Colored People. Says Morsell: "Congress will find a formula to avoid outright defiance" of the courts.

No let-up. Whatever happens, Negro resentment is likely to build for several reasons. The Powell affair, says Los Angeles NAACP leader Jesse D. Scott, "reinstates white prejudice." Moreover, as Morsell points out, "The essential problems were here before Powell, and they will be here after the situation is resolved."

The problems are all too clear. Since the civil rights drive began in 1961, Negroes have won their rights under the law. Now they're seeking to win them in fact. But schools and housing are more segregated than ever, the income gap between whites and Negroes Negroes is widening, and even gains in Negro health standards are falling behind those of whites.

To counter this, Negroes now seek substantial federal aid. But this runs up against white antagonisms—in part always present. These feed, and in turn are fed, by riots, the "black power" movement, and other manifestations of what Rustin calls a "politics of frustration."

Adam Clayton Powell has become the symbol for this frustration. A Chicago Negro concludes that the fact that Congress dared to exclude Powell "reflects more than anything the powerlessness of the Negro today."

Choices. The Negro is trying to overcome this power failure by two means. Many, like Rustin, believe they must cooperate with white groups—labor, religious, student, and liberal, for example. Conversely, the black power group believes in separatism—in going it alone.

The Rustins are trying hard. A. Philip Randolph, for example, has prepared a 10-year program for massive federal spending that is aimed at poor people, not Negroes, as such. Dr. Clark's Metropolitan Applied Research Center in New York is also trying to influence public policy in behalf of the poor. "We're not a civil rights group," he says. "What is bad for deprived people is bad for the city as a whole."

Such efforts, of course, depend on broad support. "Unless Negroes are joined by others," Rustin says, "they cannot move society. And only when others come in can sanity be restored."

Whether it will be restored in the near future is now more uncertain than ever. Says the NAACP's Morsell: "For large numbers of ghetto people none of the tried-and-true methods have any meaning. There isn't any assurance our aims can be achieved before more explosions."

THE NEW YORK TIMES, WEDNESDAY, MAY 3, 1967

2 All-Negro Tickets Defeated in Mississippi Delta

Whites Cast 20 Fewer Votes in Sunflower, but Slate of Freedom Party Loses

By WALTER RUGABER

Special to The New York Times

SUNFLOWER, Miss., May 2 — Negro candidates were defeated today in special municipal elecations in two small country towns in the Mississippi Delta region.

The defeat of an all-Negro slate at nearby Moorhead was not unexpected. White voters there outnumbered eligible Negroes by about 30 votes.

But in Sunnflower, Negroes had been given a good chance of toppling the white incumbents to become the first municipal officials of their race to serve a biracial community in Mississippi.

Unofficial results disclosed tonight, however, that Mayor W. L. Patterson of Sunflower had defeated Otis Brown Jr., a former field secretary for the Student Nonviolent Coordinating Committee, 190 to 121. The white candidate's victory was achieved despite the fact that 20 more Negroes than whites voted.

Five white candidates for Aldermen, also incumbents, ran between 43 and 83 votes ahead of a Negro slate backed by the Mississippi Freedom Democratic party.

Local officials indicated that the ballots showed a substantial amount of ticket splitting, with Negroes voting for whites as well as Negro candidates.

Blow to Freedom Party

At Moorhead, Mayor W. I. Upchurch defeated Jimmy Douglas, a Negro grocery worker, 370 to 264. Four Negro candidates for Aldermen lost by between 103 and 131 votes.

The elections were a blow to the Freedom Democratic party, which many whites in the two towns regarded as a political force controlled by "radical outsiders."

The whites in Sunflower were clearly cheered by the outcome. J. B. Romine Jr., one of the Aldermen who was re-elected today, said:

"I think we have enough sensible Negroes in this community to realize these foreigners are not the ones to lead them in their politics."

Mr. Romine said he thought it was possible for a Negro to be elected in Sunflower in the future, but not as a candidate backed by the Freedom Democratic party.

He said he thought the "caliber" of the candidates by the party had

on the outcome. Other winning candidates agreed.

Mayor Patterson said he "got a few more votes than I expected." He added that while he had not approached the "radical" Negro voters, he did campaign among the "good niggers."

The voting in both places was closely watched by Federal observers. No violence was reported at either polling place.

There was a written protest, however, from lawyers for the Freedom Democratic party. They complained that at Sunflower only white officials were available to aid Negro illiterates.

Supporters of the Freedom Democratic party also pointed out that 38 ballots had been declared defective and 13 others had been challenged.

After the results were announced, Morton Stavis, a Newark, N. J., lawyer representing the Freedom party, indicated that the candidates would contest the election in Federal court.

Today's elections were ordered by the United States Court of Appeals for the Fifth Circuit, which set aside a vote in 1965 on the ground that Negroes had been given insufficient time to register.

Sunflower County, in which both towns are situated, is the home of Senator James O. Eastland, chairman of the Senate Judiciary Committee and a longtime foe of civil rights legislation.

At least some voters in Sunflower received anonymous circulars this morning warning townspeople that "your homes and property are at stake." The circular declared:

"You have a chance to vote for a good town or a bad town in the election. The choice is yours. If you are smart you will not be misled by paid racial agitators who would promise you everything and give you nothing but misery if they succeed in fooling you into following their leadership."

Negro Wins Dallas Election

DALLAS, May 2 (AP)—Dr. Emmett J. Conrad, a surgeon, today became the first Negro to win a place on the Dallas school board.

He defeated Mrs. Albert Roberson, a housewife, clubwoman and civic worker. Complete unofficial returns in a run-off election gave Dr. Conrad 25,747 votes and Mrs. Roberson 21,330.

Gary Democrats Pick Negro

GARY, Ind., May 2 (UPI)—A Negro city councilman Richard Hatcher, defeated Mayor Martin Katz, today in the Democratic mayoral primary. Gary is 58 per cent Negro.

With 120 precincts counted, Mr. Hatcher's vote was 18,567. Mr. Katz had 16,107. The last 11 precincts could not swing it for Mr. Katz.

THE NEW YORK TIMES, TUESDAY, AUGUST 29, 1967

A Negro Congressman Urges Mississippians to Vote Today

By WALTER RUGABER

Special to The New York Times

Associated Press

John J. Conyers Jr.

JACKSON, Miss., Aug. 28—A Democratic Negro Congressman from Detroit flew into Mississippi today for a last-minute drive to encourage voting in four counties where Negroes are contending for local offices in tomorrow's Democratic pimary runoff election.

Representative John J. Conyers Jr. began a swing through southwest Mississippi, where eight Negroes face white opponents for local offices such as sheriff, county supervisor, constable and superintendent of education.

Mr. Conyers was escorted by Charles Evers, state field secretary for the National Association for the Advancement of Colored People. Mr. Evers has tightly organized Negro voting in six southwest Mississippi counties.

The campaigns involving Negro candidates are considered only second in significance to the hard-fought gubernatorial battle between Representative John Bell Williams and State Treasurer William Winter.

Williams Is Favorite

The nomination for Governor will also be settled by the voters tomorrow. Mr. Williams, a conservative who lost his Congressional seniority for supporting Barry Goldwater in the Presidential election of 1964, is regarded as a slight favorite.

Tomorrow's election will be watched as a measure of Negro political strength in the state. Negro registration has climbed from under 30,000 in 1963 to nearly 200,000 today as a result of the Federal Voting Rights Act of 1965.

Mr. Evers moved to southwest Mississippi two years ago and began a precinct-by-precinct drive for registration and organization. The results so far have made him the most effective Negro political leader in the state.

Sixteen Negro candidates won outright majorities in the first primary on Aug. 8, and all but five ran in counties organized by Mr. Evers. An estimated 85 per cent of the Negroes registered in southwest Mississippi showed up at the polls.

The eight contenders backed by Mr. Evers tomorrow are among 21 Negroes in runoff struggles across the state. Sheriff's offices, a crucial post n Southern politics, are at stake in three southwest counties and in one other jurisdiction.

Today's tour by Mr. Conyers capped a long series of rallies staged by Mr. Evers over the last several months. Negroes have gathered on downtown courthouse squares and in backwoods churches to hear the candidates.

Mr. Evers has selected his candidates carefully. Most of them have developed smooth deliveries on the stump.

The candidates always emphasize what are considered as injustices by whites. "Uncle Toms" who hope to curry favor with the whites by voting for the opposition are constantly denounced.

The Negro candidate for sheriff in Claiborne County is Calvin Williams, 43 years old, an accountant with five years' experience as a security officer at a nearby college. At a rally in Port Gibson Saturday he said:

"If you're like me, you're tired. I'm not tired of fighting, but I'm tired of getting kicked in the face by the white man."

As he reeled off a series of Negro complaints, a voice in the audience called out, "Pour it on, pour it on."

About 2,900 Negroes are registered in Claiborne County, compared with only 1,600 whites. Calvin Williams only narrowly missed a majority in the first primary. He led his white opponent, Mrs. Dan S. McCay, by more than 800 votes.

Mrs. McCay is the wife of the incumbent, and Sheriff McCay has promised to be her "principal deputy." He has campaigned, among Negroes as well as whites, as the more experienced candidate.

Mr. Evers said there was no violence and little intimidation in any of the southwest Mississippi counties this summer. Whites, he said, have appealed to Negroes mainly on the basis of old paternalistic ties.

Mr. Evers has organized in Jefferson, Wilkinson, Copiah, Claiborne, Franklin and Adams counties. There are no runoff contests involving Negroes in the last two.

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Iberia for the opening of the fall ses-
y Bishop Warren L. Boudreaux, pas-
me of the lawyers and court officials
, clerk of court, City Judge Ward Til-
ney.

Opens Mass

d, critical "If the law is bad, society
d judges suffers; if the law is good, so-

Chairmen Chosen for Cana Meet

Lake Charles — (Our Lady Queen of Heaven Parish) — Committees on arrangements for the Cana Conference to be held Oct. 15, 1967 at 1:45 p.m. at Our Lady Queen of Heaven in the air-conditioned school library, have been announced by the general chairmen, Mr. and Mrs. Ray Blanchard, Sr.

All couples married five years and less in the Lake Charles Deanery are welcome to attend, according to Msgr. Irving A. DeBlanc, pastor.

The purpose of the Cana Conference is to build up a stronger Christian family life through a deeper interest in and practice of their roles as husband and wife, it was explained by Msgr. Alexander O. Sigur, who will be the speaker of the day. Through the conferences the couples receive teaching and inspiration to assist them in fulfilling their vocations in the married life.

The committee chairmen were named for the purpose of promoting and organizing the Conference in Lake Charles, with Father Richard Chachere presiding. He is the Christian Family Movement director.

Departure

Southern Groups Get Ford Foundation Grants

Lafayette — Southern Consumers' Educational Foundation is one of several groups in the South receiving grants from the Ford Foundation according to an announcement this week from the national office of the foundation.

The grant to SCEF of $578,000 will be used to assist the development of cooperatives among low-income groups in Alabama, Louisiana, Mississippi and southwestern Tennessee.

The foundation also said that it would support further projects to help the poor, mainly in rural areas, to use available economic and social resources for self-improvement. The projects will emphasize training of local leaders in community development techniques, organization of cooperatives, training for displaced farm workers, and program planning by community-service agencies.

The Southern Consumers' Education Foundation is part of the Southern Consumers' Cooperative, which was formed in 1963 by a Negro Catholic priest, Father Albert J. McKnight, C.S.Sp., and now operates in 30 Louisiana communities. S.C.E.F., which has headquarters in Lafayette, will use its grant for educational services and technical assistance to develop cooperatives for the poor in farming and manufacturing. The cooperatives will be located in 15 communities in Alabama, Louisiana, Mississippi, and southwestern Tennessee.

Father McKnight.

The program is designed to demonstrate what can be achieved by various types of cooperatives, organized by poorer citizens and using tested educational, technical, and managerial methods developed in other parts of the country. A field representative will conduct an educational program in each of the 15 communities, and develop out of it a formal cooperative wherever possible.

Participants will be taught basic business and financial practices, and local officers and managers will be given intensive training. SCEF's central staff, landgrant col-leges, federal agencies, and the U.S. Cooperative League will provide technical advice on such problems as marke development, crop diversifica-tion, livestock production small manufacturing processes accounting and business prac-tices, and credit.

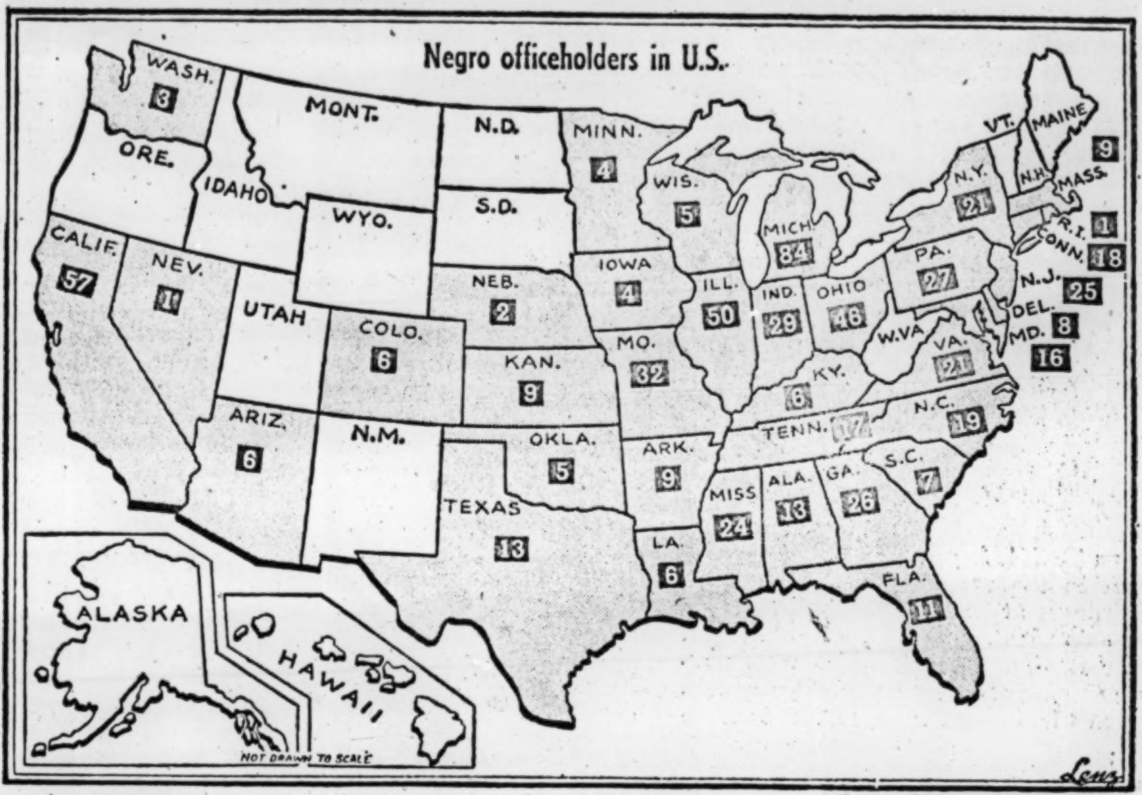
The grant will provide revolving fund of $75,000 fo small loans to cooperative that have raised some fund but not enough to begin opera-tions.

Coming Events

DEC 5 1967

CHRISTIAN SCIEN

7 An International Daily Newspaper


Negro officeholders in U.S.
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CALIF. 57
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IOWA 4
ILL. 50
MICH. 84
IND. 29
OHIO 46
PA. 27
N.Y. 21
VT.
N.H.
MAINE
MASS. 9
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DEL. 8
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KY. 6
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ALA. 13
MISS 24
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By a staff cartographer

Moving up the ladder

A total gain of 35 in recent elections brought the number of Negro officeholders to 640, distributed as shown by the map. Some of the gains were in urban areas where the candidates needed some white support.

Negro officeholders score net gain of 35

By John Allan Long
Staff correspondent of
The Christian Science Monitor

Chicago

Despite ups and downs at the polls, Negro political power is making notable net gains. Negro candidates have just won approximately 35 new offices.

Headlined, of course, were the Cleveland and Gary mayoral victories of Carl Stokes and Richard G. Hatcher.

On the other hand, Hutchins F. Inge, New Jersey's first Negro state senator, was defeated for reelection last week by a Republican. In 1965, he beat a Republican to win. He was defeated not so much because he was a Negro but because Republicans were winning state offices hand over fist.

As Negroes wade into midstream in American politics, they are not meeting success at every turn, though recent gains are significant.

In Springfield, Ohio, Negro Mayor Robert C. Henry is in his second year of office. Last week the same voters who elected him by a huge margin repealed the local open-housing ordinance, which Mayor Henry firmly wanted. That's an example.

Richard G. Hatcher, Negro Democrat of Gary, Ind., won the mayor's office without the help of his party. In fact, local party leaders worked against him. That angered Negro Democrats in Indianapolis, South Bend, Fort Wayne, and Lafayette. They

Please turn to Page

stayed home. And that helped Republicans win mayoral elections in those cities.

And in Cincinnati, a Negro alderman sought reelection. His Democratic Party refused him support. Negroes bolted. He won. The two white Democratic incumbents lost.

These are examples of how Negro political power in the United States has begun to shift. Negroes are winning more public offices. They racked up a net gain of about 35 wins last week. That means there now are more than 640 Negroes holding elective office in 36 states.

Here is how things went:

- State Legislatures in Mississippi and Virginia will have their first Negro members. In Louisiana, a Negro is unopposed in a February election.
- Kentucky's State Senate now has a Negro.
- Negroes won the mayor's office in Indiana and Ohio in spectacular victories.
- Local offices were taken in numerous other states.
- In elections where Negroes moved up the political ladder, Negroes can be expected to fill the new vacancies in special elections. For instance, a Negro should replace newly elected Cleveland Mayor Carl Stokes in his old seat in the Ohio State Legislature.

Patterns shaken

- Negroes should increase their ranks in elections later this year in Ohio, Arizona, California, and other states.
- But there were some losses, too. Twenty-six Negroes lost bids in Mississippi. Negroes lost in almost every state where elections were held, and in some instances, they lost reelection bids.

Win or lose, these Negro politicians are beginning to shake up the old political patterns.

What happened in Gary and Cincinnati has Democratic leaders in Washington concerned over next year. They want to know just how much the once monolithic Negro Democratic voting bloc is becoming unglued.

GOP takes on sheen

For instance: If Gary's Democratic Party and its Negroes don't get together, Gary may not supply the usual overwhelming vote to help Sen. Birch Bayh carry the rest of the more Republican-minded state in his bid for reelection next fall.

In addition, though it looks remote right now, there is the growing possibility Negro politicians will begin to turn to the Republican Party if local Democrats continue to shun them.

"We are Democrats," says Michigan State Rep. James del Rio, "simply because of the past posture of the Republican Party in the North. The Democrats did nothing for us, but at least they gave us lip service. The Republicans didn't even do that."

If Mr. Rio is anywhere near accurate in his assessment, it may behoove Republicans to begin to woo Negro politicians and voters with more than token interest.

At present, however, Negroes who could not run as Democrats have chosen to run as independents.

First time for many

In Mississippi, Negroes who had white Democratic opposition ran as independents with the support of the controversial Negro Freedom Democratic Party. Where they had Republican or no opposition they ran as regular Democrats.

There is a sort of broad pattern to all these Negro victories: Generally, Negroes still are winning firsts. These occurred in North Adams, Mass.; Jacksonville, Fla.; Holmes County, Miss.; Charles County, Va.

Most of these firsts were relatively easy campaigns in all-Negro areas.

But a few of the firsts are Negro forays into the more difficult citywide arena. Here the Negro must win both white and Negro votes.

Negroes won narrowly in Gary and Cleveland. They got clobbered in mayoral bids in Memphis; Youngstown, Ohio; Philadelphia; and Mount Vernon, N.Y.

THE NEW YORK TIMES, SUNDAY, DECEMBER 24, 1967

In The Nation

The Right to Income

By TOM WICKER

WASHINGTON, Dec. 23—A lot of people suddenly are talking about the welfare program, but few of them agree on what to do about it. That is because they do not agree on what is wrong with it.

Congress, apparently, thinks the welfare program costs too much. Its new amendments to the basic Social Security laws require mandatory work-training for mothers receiving aid for their dependent children, and freeze the level of Federal participation in the dependent children program. These are efforts to cut costs, not to do anything about the needs of poor people.

The Republican Coordinating Committee, representing a party which has seldom shown anything but indifference to the welfare program, has discovered that in the hands of the Democrats, welfare is now in an "ugly crisis of failure." This, to judge from the "new approach" the committee outlined this week, is because the program does not do enough to get poor people on somebody's private payroll, and therefore "open wide the doors of participation in our affluent society."

Ford Executive's View

With more perception than either Congress or the Republicans, President Arjay Miller of the Ford Motor Company recently endorsed the idea of a negative income tax as an alternative to welfare. His major complaint about the welfare program was that it does not do the necessary job; less than eight million needy people get any help from it, although there are perhaps 30 million low-income Americans.

Despite Congressional concern about aid to dependent children, for instance, only about 1.2 million poor families headed by females are assisted by A.D.C., although there are at least two million such families in the country.

But the trouble with welfare is broader even than Miller suggested in his notable speech. Not only do miserly eligibility requirements prevent many of the poor from receiving assistance; grudging rules of administration also subject the poor to such indignities that many of them refuse help rather than submit to them; and although Congress in the new bill permitted recipients to retain some of what they might earn for themselves, the program still impairs their incentives to help themselves.

Above all, however, the amount of aid that is given to eligible persons, and for which their behavior is so strictly policed, is pitifully inadequate and a disgrace to those who offer it. It is a miserly dole, in most states, that barely enables the poor to hold body and soul together, and even for this subsistence living they are investigated like criminals against the possibility that someone may "cheat" the taxpayers.

Thus, neither Congress nor the Republican Coordinating Committee nor Arjay Miller have come to grips with the full range of what needs to be done, what ought to be done and what could be done.

Continuing Need Noted

Really compassionate and effective reforms to do something about poverty in America would have to recognize, first, that large numbers of the poor are always going to have to be helped. Whether for physical or mental reasons, because of environmental factors, for whatever cause, they cannot keep pace with an industrialized, technological society. Thus, the aim of getting everyone off the welfare rolls and into "participation in our affluent society" is unreal and a pipe dream.

Second, both for these and for those others who may, through job training and other assistance, ultimately become self-sufficient, there ought to be a decent standard of living. This is not only a matter of human compassion; it is also in itself "an incentive" because people who are well-fed, well-clothed and able to take advantage of whatever opportunities exist are more likely to "improve themselves" than those in grinding and hopeless poverty.

Finally, this decent standard of living ought to be made available not just to an eligible few but to everyone, and without degrading restrictions and police-like investigations.

Enlightened Program Possible

These principles would create something like a "right to income" for everyone and that is the only way, in the long run, that poverty can be eliminated in America. And curiously enough, even though Congress appears to have moved in the opposite direction in its last session, a more enlightened welfare program of this kind does begin to seem vaguely possible.

The sympathy of a major business figure like Arjay Miller is bound to carry weight. The Republicans, at least, are now talking about improving welfare rather than cutting it back. Proposals like the negative income tax devised by James Tobin and Joseph Pechman are beginning to get intense study. Working from the viewpoint of the poor themselves, the National Welfare Rights movement is active in 60 or so big cities, where the problem is most acute.

The difficulty remains immense. A "right to income" still seems to most Americans a wicked violation of the ethic of self-reliance upon which a pioneer nation once prided itself. But the inescapable truth is that the day of the self-reliant pioneer is at least a half-century in the past.

ALABAMA NEGROES STUDY CANDIDATES

Many Illiterates Memorize Names for Tomorrow

By GENE ROBERTS

Special to The New York Times

SELMA, Ala, May 1 — Mrs. Martha Hornbucker, a 70-year-old Negro, was in deep concentration as she studied the name "Richmond Flowers," which had been printed in crayon on the back of a cornflakes carton.

Mrs. Hornbucker cannot read or write, and she was trying on a recent night to imprint Mr. Flowers's name upon her mind "like a picture."

Just how well she and thousans of other Negro illiterates can distinguish one name from another in Tuesday's Democratic primary may have a major bearing upon the chances of 54 Negro candidates and Mr. Flowers (State Attorney General Richmond M. Flowers), a white candidate who is being supported by Negro political organizations in his campaign for Governor.

The Voting Rights Act of 1965, passed in August, voided literacy tests in Alabama and five other Southern states with alleged patterns of racial discrimination and cleared the way for many Negroes to vote in Tuesday's primary for the first time in their lives.

Associated Press

Richmond Flowers is candidate being boosted by this woman at Birmingham rally.

And to help the Negro illiterates exercise their franchise, civil rights workers are making voting instruction a major part of their 11th-hour election preparations.

Other preparations include the organization of car pools and canvassing teams that will go from house to house to get out the Negro vote.

'Memorization Classes'

In nearby Perry County, for example, civil rights workers have printed candidates' names on cardboard squares and are using them like flash - cards in "candidate memorization classes."

After one evening of instruction, Mrs. Hornbucker learned to pick her favorite candidates in 13 different contests, and subsequent "tests" have shown she still remembers.

Voting will be particularly complicated for illiterates Tuesday because the ballot is one of the longest in recent state history. Mr. Flowers and eight other candidates—including the wife of segregationist Gov. George C. Wallace—are running for Governor. Candidates are also campaigning for all seats in the State Legislature and for most other state and county offices.

In many counties, civil rights workers are supplying illiterates with marked sample ballots and teaching them to copy off the "X's" onto unmarked ballots.

The United States Department of Justice, however, expects some Negro illiterates to have difficulty in marking their ballots despite the instruction.

As a result, it is insisting that Federal voting observers have the right to watch any local voting official who might be called upon to help Negroes fill out their ballots.

A department spokesman said "a few" white officials were resisting the idea of such observation, but added that department attorneys would hold last-minute conferences with them in an attempt to persuade them to comply with the Voting Rights Act.

Pool of Observers

The Justice Department will decide tomorrow how many observers it will send into the state from a pool of 350 in Atlanta.

The observers — plus agents from the Federal Bureau of Investigation and a team of 20 Justice Department attorneys—also will process any complaints of fraud received during the primary, the spokesman added.

The Rev. Dr. Martin Luther King Jr., the civil rights leader, charged during a three-day tour of the state last week that white officials may try to "steal" the election to keep the segregationists in power and defeat Negro and liberal white candidates.

His aides said Dr. King made the charge because of "his knowledge" of Southern history. Some historians are convinced that widespread election fraud enabled white supremacist candidates to defeat the integrated Populist party in the late 19th century, and thus, paved the way for the disenfranchisement of many Negroes in the South.

"But most counties are cooperating in this election," the Justice Department spokesman said. "One county named 37 Negroes—seven of them illiterates—to work at the polls, and when we objected that illiterate officials would be a case of the blind leading the blind, they replaced them with Negro schoolteachers."

In addition to the Negro election officials and Federal observers, many of the Negro candidates will have their own observers at the polls.

INSIDE REPORT: *Jim Farmer's Test*

owland Evans and Robert Novak

WASHINGTON.

g approval by the Federal poverty officials
an $860,000 grant that poses both an oppor-
a threat for the civil rights movement.

rant, now undergoing finishing touches at
river's Office of Economic Opportunity (OEO),
oject that seems innocuous enough: a nation-
am of literacy training and job training for
dwinners (mostly in urban Negro ghettos).

nis is the tip of an iceberg. The project is
rst undertaking of the new National Center
unity Action Education, Inc., which plans to
e and foundation funds with Federal money
or assault on poverty. And Federal officials
project could mean a constructive new turn
il rights movement—or a new dose of self-
adicalism.

itting then that the new project is headed
Farmer, just resigned as national director
gress of Racial Equality (CORE). Although
ate champion of Negro rights, Farmer has
erratic quality that typifies the divided, rud-
e of the civil rights movement today.

ning his shift from the excitement of the
vement to undramatic adult education, Farmer
has called for a turn from street demonstrations to a "more sophisticated weaponry."

Because the new Center's board of directors contains members from every major rights organization (from the Student Non-Violent Co-ordinating Committee (Snick) on the Left to the Urban League on the Right), optimists in the Federal government see the move as a positive step away from protest and toward self-improvement.

But certain harsh facts of life must be faced. Jim Farmer, an old line Norman Thomas Socialist and pacifist, is intensely political and not likely to occupy himself wholly with adult education. Nor is his record as CORE director wholly reassuring. At times, he seemed to be trying to trump Snick's radical aces (particularly in supporting the gun-packing Deacons for Defense).

Yet, Farmer is far from the most disquieting element in the new project. Inside the civil rights movement, it is believed he left CORE because it had moved too far to the radical Left—by showing signs of alliance with black racism and in noisy participation in the anti-Viet Nam movement. Yet, Farmer's more radical successor at CORE—Floyd McKissick—is legal counsel for the new Center.

McKissick's name on the letter head of the Center in itself raised the eyebrows of Federal officials.

When Vice-President Humphrey took Negro leaders for a cruise on the President's yacht last summer, it was McKissick who caused the furor. More important, he was a disruptive force at the disappointing White House Conference on Civil Rights last fall, calling for dismantling the capitalistic system. To moderate Negro leaders, however, McKissick's black nationalism is more ominous than his socialism.

Moreover, the unanimity of civil rights groups sponsoring the Center is in itself cause for unease by Federal officials. Snick has been moving Leftward, not moderating its position, with more emphasis on avoiding the draft than achieving Negro rights. In its present frame of mind, Snick is hardly likely to be content with adult education.

Add all this together, and the possibility arises that the Center will become a vehicle to convert anti-poverty funds into a weapon to break down the white power structure. In short, the Center's true purpose may be political education and organization, not literacy training.

OEO inspectors will keep a close watch on this. The $860,000 will be meted out in dribs and drabs to make sure it is not misused.

It is a chance worth taking, because adult education and training (privately as well as Federally financed) is the desperate need in the ghetto.

This then is a critical test for both the civil rights movement and Jim Farmer: can they lay aside tactics that have served the protest movement well and roll up their sleeves for a tough, badly needed job?

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Julian Bond Is Accepted by the Georgia House

Negro Legislator Introduces Measure That Is Approved

By GENE ROBERTS

Special to The New York Times

ATLANTA, Feb. 2—Hardly anyone paid any attention one morning recently when the Georgia House of Representatives passed a resolution [illegible] note of National Negro History Week, but the action was more than passing interest [illegible] Representative [illegible].

Representative [illegible] the resolution [illegible] other Negro [illegible] [illegible]

[illegible] Bond [illegible] House voted [illegible] a year ago to [illegible] because of his [illegible] to the [illegible].

[illegible] the House seated him [illegible] this month only after the Supreme Court had—for the first time in history—overruled a legislature's authority to decide on its own membership.

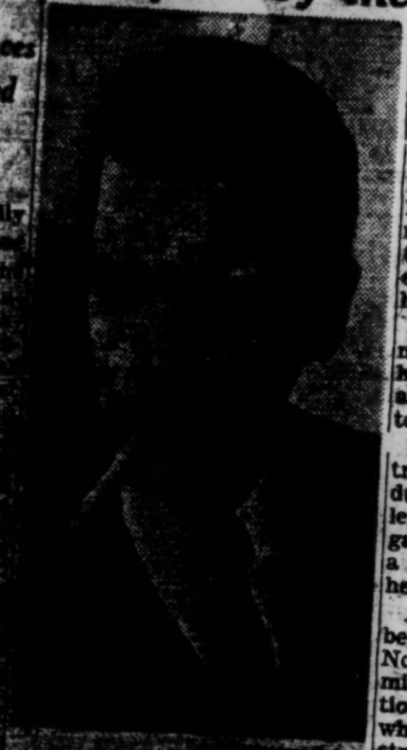
But, as it turned out, not a single voice protested Mr. Bond's resolution.

'Things Going Well'

"Things," Representative Bond said this week, "are going very well."

Not only had he proved that his name would not automatically kill a measure, Mr. Bond said, but he also had received appointments to three choice committees—education, insurance, and state institutions and properties.

The education and institutions committees are considered choice by legislators because they occasionally meet when the legislature is not in session and pay their members $25 a day for attending the meetings.



Julian Bond

Mr. Bond has also been "lobbied" by four lobbyists, he added, and asked to sign a resolution that would have put the House on record as urging the state Wildlife and Fisheries Commission to appoint one of his most outspoken critics—a white segregationist named George Bagby—as its director.

The 27-year-old legislator said he listened noncommittally to the lobbyist and refused to sign the Bagby petition. But he signed a local bill being sponsored by a white legislator who had turned to him after being rebuffed by some of his white colleagues.

"I might need his help sometime," Mr. Bond explained later.

"Not everyone has shook Julian's hand and welcomed him to the House," said State Representative Ben Brown, a

He Has Also Been Appointed to Choice Committee Posts

Negro and long-time friend of Mr. Bond, "but several have and nobody is causing him any trouble. I think he can be as effective in the legislature as he wants to be."

Mr. Bond's former opponents, meanwhile, seem pleased with his "restraint" thus far, although they are not willing to praise him publicly.

"I sort of expected him to try to stir things up by introducing Vietnam and civil rights legislation," one white segregationist said. "But he's off to a good start. He's listening, but he isn't saying much."

Although he is a former member and officer of the Student Nonviolent Coordinating Committee, a civil rights organization that delights in attacking what it calls "the white power structure," Mr. Bond says he does not plan to do anything any more controversial than join with some other Negro legislators in sponsoring a $1.40-an-hour minimum wage bill for Georgia.

"It won't pass," he said, "but we're going to try anyway."

Mending Political Fences

Like other legislators, he is worrying about how to keep the political fences mended in his home district. And already he expects opposition in 1968 from Negro Republicans.

They are angry because Mr. Bond, a Democrat, refused to vote earlier this month when the Georgia legislature broke a deadlock in the Governor's race and selected Lester G. Maddox, a militantly segregationist Democrat, over Howard H. (Bo) Callaway, the Republican candidate.

But if Representative Bond runs again (and he says there is at least a 50-50 chance that he will) he already has his ammunition ready.

"Although I didn't vote for Callaway, I did vote for a resolution that would have returned the Governor's race to the people for a special run-off election," he said, "and Callaway wrote me a letter thanking me for it."

"If I run again," he went on, "I'm going to show that letter all over my district."

[illegible] pedestrians were [illegible] their coats.

The Weather Bureau ascribed [illegible] mildness to a [illegible] up with warm [illegible] the south-southwest, [illegible] a new cold front from [illegible] but the bureau said [illegible] clear, [illegible]

4

Delta Ministry Lags

The Delta Ministry, which was organized two years ago as a civil rights arm of the National Council of Churches, fell $150,000 short of meeting its budget in its first year of existence. It has not made up the deficit and it is cutting back its programs.

Contributions to the Commission on Religion and Race of the National Council of Churches have plunged 25 to 50 per cent this year.

And contributions to the Commission on Religion and Race of the predominantly white United Presbyterian Church have yet to reach $100,000 this year, compared with $131,000 last year and $196,000 in 1964.

"There is no doubt that we are in a cooling-off period as far as the white community is concerned," said Gayraud S. Wilmore Jr., the Negro executive director of the commission.

"What I have seen," he said, "is a kind of sadness on the part of white liberals—a sadness that their contribution was not highly regarded by the civil rights organizations."

In some of the letters reaching the Rev. John Morris, executive director of the Episcopal Society for Cultural and Racial Unity, there is not only a note of sadness, but also of disenchantment.

In part, he said, this is be-

[illegible]t do any good. Even Martin Luther King sounds like that at times."

Still, there is a reluctance among many liberals to criticize the black power philosophy, which they often interpret as an understandable feeling among Negroes that they cannot rely on whites and must work within their own community to develop skills, economic strength, and political power.

Much liberal frustration can be traced to President Johnson's speech at Howard University in May of 1965. The President raised high hopes when he said the time had come for an all-out national effort to eradicate poverty and to shore up Negro family life. Now, however, many feel he has retreated from this position.

"Everywhere you look with people in positions of power and authority, they have things they regard as more important," said Leslie Dunbar, director of the Field Foundation, which has underwritten much civil rights work. "With President Johnson it's Vietnam. The situation now requires the kind of educational effort and leadership that only the President can give."

And Dr. Pettigrew of Harvard added:

"The steam is gone. You go to Washington and you find people milling around in confusion. One occasional adviser to the [illegible] Prospectus 1966

January 10, 1966

Mr. John D. Due
540 1/2 W. Brevard Street
Tallahassee, Florida

Dear John:

Enclosed is a first draft of our program for the poverty people.

Please look it over very carefully and make changes and suggestions. Once I have your comments, and we edit it again, I think we should go to Washington and have a preliminary conference.

Cordially,

Marvin Rich

MR:hm
Enclosure

cc: William Ellis, Esq.
Andrew E. Norman
Carl Rachlin, Esq

STATE OF FLORIDA

DEPARTMENT OF PUBLIC WELFARE

227 PARK STREET   P. O. BOX 2050   JACKSONVILLE 32203   TELEPHONE 353-1251

J. HAL STALLINGS
BOARD CHAIRMAN
TAMPA

HOWARD G. CROOM
ACTING STATE DIRECTOR
JACKSONVILLE

April 6, 1966

Mr. Allen Gartner
Scholarship, Education and Defense Fund
Room 1707
150 Nassau Street
New York City 38, New York

Dear Mr. Gartner:

Mr. Conwell requested that I send you the following data:

County	Old Age Assistance Caseload	Aid to Families with Dependent Children	
		Families	Children
Alachua	1,704	506	1,544
Baker	244	40	133
Bradford	513	187	529
Calhoun	389	133	333
Columbia	722	199	635
Dixie	203	50	138
Franklin	252	60	189
Gadsden	1,099	368	1,294
Gilchrist	137	30	91
Gulf	278	111	305
Hamilton	353	73	262
Jackson	1,912	523	1,548
Jefferson	559	117	368
Lafayette	146	32	89
Leon	1,363	777	2,404
Levy	533	153	472
Liberty	171	40	140
Madison	718	284	914
Suwannee	789	84	212
Taylor	456	138	375
Union	215	52	177
Wakulla	251	31	86

Sincerely,

James E. Drake, Jr., Assistant Director
Division of Research and Statistics

JED:ms

LEO T. BOWLES • MRS. CHARLES A. CARROLL • JERE W. ANNIS, M.D. • DRENNEN BROWNE • EARLE M. FAIN • JOHN A. HANLEY • MRS. K. H. SEATON • E. COVINGTON JOHNSTON
VICE-CHAIRMAN JACKSONVILLE   SECRETARY MIAMI   LAKELAND   VERO BEACH   LEESBURG   ST. PETERSBURG   VALPARAISO   GAINESVILLE

MEMORANDUM

April 6, 1966

TO: Marvin Rich

FROM: Alan Gartner

SUBJECT: Information Necessary for the Preparation of an Application for an OEO Community Action Program for north Florida

I will go through the CAP application numerically and indicate the kind of information necessary for each section.

For CAP 1.6 it will be necessary to insert a total budget request which will be developed from the subtotals in CAP 7. .

CAP 1.7 will need your signature.

CAP 2.1 will need an indication that SEDF would provide at least ten percent of the total budget. I assume this will be on a cash basis rather than "in kind." If it is to be "in kind" then you will have to give the basis or estimate the fair value of such contributions.

CAP 2.2 will need a statement indicating that the SEDF contribution is an increase of its aggregate expenditures for such purposes.

CAP 2.3 regards resident participation. Related to this ought to be a description of the program which SEDF ran during the past year which in the judgment of John Due and SEDF and in consultation with community people indicated the need for extending and elaborating this program. You ought to get from John Due the names and titles of specific persons with whom he has talked and consulted with on the need of further developing a legal services program in rural north Florida. It is particularly important that these people include indigenous community organization representatives. The statement on page 10 of the "Prospectus of North Florida Legal Services Program" on an advisory council as well as the statement on page 11 of the same document regarding resident participation are good and ought to be weaved into the general statement for CAP 2.3.

For CAP 2.3.C it is important that in the development of the personnel budget that you be aware of the percentage which is allocated to residents as program employees both in terms of a percentage of the number of workers and a percentage of the personal expenditures.

- continued -

To: Marvin Rich
From: Alan Gartner

CAP 2.4; Mobilization of Resources, the statement on your white sheet which is included in the folder on the north Florida project is much too general and weak. It is essential that contact be made with existing public and private organizations who might be in direct contact with local Bar groups, in public legal defender programs in these counties, in legal aid or other legal assistance programs, ACLU groups, professors at the three law schools in the area, in local anti-poverty agencies which may have legal aid for the poor components in their CAP. It is essential that John or someone else in Florida make direct contact with these individuals and groups and get from them written indication of their knowledge of the proposed program and if possible, their willingness to cooperate in the proposed program. A general statement of cooperation is good while, of course, a detailed indication of the nature of their cooperation would be better.

CAP 2.5--I would assume you will have no difficulty in assuring your compliance with the Civil Rights Act.

CAP 2.6 (Check-point procedure) There is a long list of public and semi-public officialdom who must be shown and asked for their comments on this proposal. Naturally, this will have to come after at least a first draft of the proposal is ready. John Due or someone with him from New York will probably want to go around and see each of these people.

CAP 3 describes the nature of the applicant agency. One of the things you will have to decide is whether SEDF itself will be running the program or whether it will delegate the running of the program to another body. It is my sense, based on our discussions, that you will want the program to be run by a local group in Florida with some SEDF participation. You will need then to indicate the exact nature of the power of the governing body which you set up in Florida. For example, you will want to decide whether the local governing board will appoint staff, approve budget and allocate monies, make major policy decisions. While it is clear that OEO has a prejudice in favor of local autonomous groups, on the other hand they have a concern for fiscal and organizational responsibility, and if there is to be established a totally new group without a history of handling funds, OEO might be reluctant to approve this application. Therefore, you ought to consider further exploratory discussions with OEO as to how to strike a appropriate balance on this matter. Such possibilities as: a special committee of SEDF's Board retain certain supervisory responsibility; members of SEDF;s Board join with Florida locals to form the new Board; SEDF's executive retains ~~retains~~ fiscal control; etc.

-continued-

In any case, it is quite clear that you will need local people to serve on the governing board of this body and John Due ought to be asked to find local people who are willing to serve in this capacity. He ought to be looking for three kinds of people: people with special professional or other competence which make serving on such a board appropriate; so-called community leaders; and poor folk themselves.

Re CAP 3.4 you will need a biographical statement on the staff director if he has been selected prior to the submission of the application.

Re CAP 4.6.1 you will need a statement which indicates SEDF's prior concern with the problems of poverty. I assume that your work in scholarships and legal services will be sufficiently built up to meet this requirement.

CAP 5 describes community information all of which is now gathered except for two items under CAP 5.3.4 on welfare which the State Welfare Department has promised to send to me.

CAP 6 which refers to funds for program development is not relevant to this application.

CAP 7 deals with the conduct and administration of the program which you are proposing for funding.

CAP 7.1 through 7.3 can be summarized from earlier section of the application.

CAP 7.4 deals with the budget and is developed in detail under CAP B--Budget for Component Project. For each person to be hired, you will need a job title, a monthly salary, percent of time to be spent on the project, and months to be employed. You will recall that we briefly discussed personnel and came up with the following package:

Project Director -- lawyer, at $8,000

Three staff lawyers at $6,500 each

Four secretaries at $3,900 each

Two non-professional community workers at $3,120 each

One administrator at $5,200

This makes a total personnel budget of $54,540.

--more--

For CAP B2.1 you will need an estimate of consultant services. I would recommend that you provide for consultant services with members of the law school faculties at the University of Florida, and/or Florida A&M, and/or Florida State. In any case, John Due will have to develop a list and a basis for the fee estimate on consultant services.

CAP B-2.2 deals with other contract services and you may want to include in this some conferences, or other community activities.

CAP B-3.0 deals with travel. You will require to use the Federal Government expense limits of no higher than $16 per diem for food and lodging, and ten cents (10¢) per mile for cars.

Re CAP B-4.0 on space cost of rental you need to give the cost per square foot for the office facilities in each of the communities which you are going to locate offices. I assume you will also want to consider the rental of automobiles and other equipment.

CAP B-5.0 deals with consumable supplies.

CAP B-6.0 deals with rental, lease, or purchase of equipment.

For each of these budget categories--contract services, space rental, supplies--you will need to get from John Due concrete dollar estimates and equally important, the basis for the cost estimate; for this item, the fiscal history of the last year would be helpful.

While editing, rewriting and program juggling can be done from New York, the raw data for this proposal can only be gathered in Florida, and I would urge that you request John Due to specifically gather this material. For that purpose I have edited a copy of this memo so as to indicate the precise material which is necessary for John to collect in order to finish the submission of proposal.

AG/hm

John.

ADULT POPULATION - 1965 - SECOND CONGRESSIONAL DISTRICT - GEORGIA

COUNTY	TOTAL	WHITE	NEGRO	WHITE REGISTERED	NEGRO REGISTERED
Baker	3,088	1,387	1,701	1,631	24
Barrow	10,828	9,119	1,709	5,848	312
Bartow	20,928	18,902	2,926	11,239	1,208
Brooks	10,884	6,216	4,668	3,097	445
Brantley	4,131	3,647	484	3,500	265
Calhoun	5,042	1,987	3,055	1,685	145
Clay	3,208	1,323	1,885	900	150
Colquitt	24,601	19,347	5,254	11,362	1,117
Crisp	12,604	7,672	4,932	5,179	890
Decatur	17,715	10,799	6,916	7,841	1,016
Dougherty	51,655	34,649	17,006	13,700	4,800
Early	9,225	4,897	4,328	3,729	261
Grady	13,038	8,717	4,321	4,080	629
Miller	5,000	3,763	1,237	3,220	6
Mitchell	13,724	7,348	6,376	7,928	375
Seminole	4,867	3,201	1,666	3,500	11
Thomas	24,935	15,432	9,503	8,422	1,579

(Continued . .)

ADULT POPULATION - 1965 - SECOND CONGRESSIONAL DISTRICT - GEORGIA

COUNTY	TOTAL	WHITE	NEGRO	WHITE REGISTERED	NEGRO REGISTE
Terrell	8,876	3,583	5,293	2,935	98
Tift	16,694	12,200	4,494	6,681	1,113
Turner	6,056	4,084	1,972	3,530	464
Randolph	7,956	3,338	4,618	2,495	423
Quitman	1,667	686	981	793	38
Worth	11,486	6,489	4,997	5,855	296
TOTALS	288,208	188,786	100,322	119,150	15,666

MEDIAN INCOME - ADULT POPULATION - NINTH CONGRESSIONAL DISTRICT - FLORIDA - 1965

Median Family Income	Negro Median Income	Number of Families under $3,000			Percentage of Families Under $3,000	Distribution of Non-white Population	Non-white Registered
		White	Negro	Total			
4,471	1,016	2,666	2,655	5,321	31.37	27%	6,787
3,227	1,161	537	172	709	45.92	22%	540
3,797	991	771	333	1,104	37.65	23%	864
2,673	1,250	864	147	1,011	54.89	16%	352
4,202	1,146	1,123	314	1,437	30.64	14%	1,013
3,607	898	1,107	887	1,994	41.53	30%	2,535
3,375	924	282	232	514	46.22	38%	374
2,699	757	714	213	927	56.69	21%	606
2,866	773	978	3,025	4,003	52.45	59%	5,135
2,563	-	442	-	442	59.97	12%	98
3,625	990	444	254	698	30.01	24%	838
2,687	829	453	529	982	56.01	45%	1,074
2,865	769	2,641	1,770	4,411	52.32	31%	3,738
2,741	880	324	792	1,116	54.38	59%	1,530
3,342	-	331	-	331	45.65	12%	65
5,173	1,148	1,615	2,882	4,497	27.33	33%	7,352
2,886	815	825	548	1,373	52.18	30%	720
3,277	-	367	-	367	46.16	15%	145
2,614	729	809	1,053	1,862	57.08	48%	2,192

Continued . .

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MEDIAN INCOME - ADULT POPULATION - NINTH CONGRESSIONAL DISTRICT - FLORIDA - 1965

Median Family Income	Negro Median Income	Number of Families under $3,000			Percentage of Families Under $3,000	Distribution of Non-white Population	Non-white Registered
		White	Negro	Total			
4,465	1,012	785	524	1,309	32.30	25%	1,620
4,149	1,063	1,507	1,064	2,571	34.97	33%	2,765
2,767	677	1,239	701	1,940	54.00	27%	1,747
3,844	889	755	510	1,265	39.90	25%	978
3,959	1,014	1,545	1,478	3,023	38.39	32%	2,285
3,379	847	313	132	445	42.78	27%	128
		23,437	20,215	43,652	1120.79 ?	728% ?	45,481

ADULT POPULATION - 1965 - NINTH CONGRESSIONAL DISTRICT - FLORIDA

COUNTY	TOTAL	WHITE	NEGRO	WHITE REGISTERED	NEGRO REGISTERED	TOTAL VOTED 1964	TOTAL VOTED 1965	MEDIAN FAMILY INCOME	NEGRO MEDIAN INCOME	NUMBER OF FAMILIES UNDER $3,000			% FAMILIES UNDER $3,000	DISTRIBUTION OF NEGROPOP.
										WHITE	NEGRO	TOTAL		
Alachua	51,543	39,719	11,824	25,767	6,787	24,634	8,955	4,471	1,016	2,666	2,655	5,321	31.37	27%
Baker	4,726	3,762	964	3,092	540	2,258	458	3,227	1,161	537	172	709	45.92	22%
Bradford	8,100	6,466	1,634	4,849	864	4,307	1,419	3,797	991	771	333	1,104	37.65	23%
Calhoun	4,844	4,152	692	3,836	352	2,773	682	2,673	1,250	864	147	1,011	54.89	16%
Clay	12,735	11,217	1,518	8,849	1,013	6,919	1,983	4,202	1,146	1,123	314	1,437	30.64	14%
Columbia	13,107	9,384	3,723	8,776	2,535	7,394	1,571	3,607	898	1,107	887	1,994	41.53	30%
Flagler	2,991	2,001	990	1,873	374	1,658	529	3,375	924	282	232	514	46.22	38%
Franklin	4,532	3,658	874	3,541	608	2,785	1,669	2,699	757	714	213	927	56.69	21%
Gadsden	27,856	12,961	14,895	8,249	5,135	9,763	2,046	2,866	773	978	3,025	4,003	52.45	59%
Gilchrist	1,955	1,773	182	1,719	98	1,251	494	2,563	-	442	-	442	59.97	12%
Gulf	6,318	4,937	1,381	4,056	838	3,660	1,100	3,625	990	444	254	698	30.01	24%
Hamilton	4,937	2,946	1,991	2,717	1,074	2,460	643	2,687	829	453	529	982	56.01	45%
Jackson	24,120	17,289	6,831	12,038	3,738	11,450	2,648	2,865	769	2,641	1,770	4,411	52.32	31%
Jefferson	5,907	2,721	3,186	2,516	1,530	3,188	770	2,741	880	324	792	1,116	54.38	59%
Lafayette	1,979	1,801	178	1,750	65	1,193	468	3,342	-	331	-	331	45.65	12%
Leon	50,938	35,345	15,593	23,319	7,352	26,108	11,911	5,173	1,148	1,615	2,882	4,497	27.33	33%
Levy	6,968	5,116	1,852	4,734	720	3,566	1,201	2,886	815	825	548	1,373	52.18	30%
Liberty	2,061	1,776	285	2,058	145	1,287	379	3,277	-	367	-	367	46.16	15%
Madison	8,951	5,132	3,819	4,551	2,192	4,943	977	2,614	729	809	1,053	1,862	57.08	48%
Nassau	10,731	8,227	2,504	6,258	1,620	5,915	1,387	4,465	1,012	785	524	1,309	32.30	25%
Putnam	20,944	14,946	5,998	10,030	2,285	10,067	3,260	3,959	1,014	1,545	1,478	3,023	38.39	32%
St.Johns	20,717	15,504	5,213	13,656	2,765	11,807	3,176	4,149	1,063	1,507	1,064	2,571	34.97	33%
Suwannee	10,035	7,478	2,557	7,151	1,747	5,395	1,429	2,767	677	1,239	701	1,940	54.00	27%
Taylor	8,331	6,353	1,978	5,588	978	4,369	1,807	3,844	889	755	510	1,265	39.90	25%
Union	4,511	3,278	1,233	2,178	128	1,450	394	3,379	847	313	132	445	42.78	27%
TOTAL	319,837	227,942	91,895	170,973	45,483	160,600	51,356	85,253	20,578	23,437	20,215	43,652	-	-
Total Average	-	-	-	-	-	-	-	3,410	935	-	-	-	44.83	29%

Total Number of Negro Adults Not Registered - 46,412

% Negroes Registered - 49%

Total Number of White Adults Not Registered - 56,969

% of Whites Registered - 75%

Families With Annual Income Under $3,000 By County [1]

County	Median Family Income	Number of Families under $3,000			Percent of Families Under 3,000*	Percent of State Total Families Under $3,000*
		White	Nonwhite	Total		
Alachua	$4,471	2666	2655	5321	31.37	1.45
Baker	3,227	537	172	709	45.92	.19
Bay	4,413	3253	1550	4803	28.76	1.30
Bradford	3.797	771	333	1104	37.65	.30
Brevard	6,123	3912	1159	5071	17.57	1.38
Broward	4,996	17815	5359	23174	24.78	6.30
Calhoun	2,673	864	147	1011	54.89	..27
Charlotte	3,918	1291	--	1291	33.16	.35
Citrus	3,217	951	206	1157	45.74	.31
Clay	4,202	1123	314	1437	30.64	.39
Collier	4,673	910	307	1217	29.94	.33
Columbia	3,607	1107	887	1994	41.53	.54
Dade	5,348	44356	12400	56756	22.78	15.42
DeSoto	3,542	656	343	999	40.77	.27
Dixie	3,210	511	--	511	45.99	.14
Duval	5,345	14113	10779	24892	22.36	6.76
Escambia	5,174	6127	3950	10077	23.87	2.74
Flagler	3,375	282	232	514	46.22	.14
Franklin	2,699	714	213	927	56.69	.25
Gadsden	2,866	978	3025	4003	52.45	1.09
Gilchrist	2,563	442	--	442	59.97	.12
Glades	3,625	117	148	265	39.55	.07
Gulf	3,625	444	254	698	30.01	.19
Hamilton	2,687	453	529	982	56.01	.27
Hardee	3,602	1127	151	1278	41.02	.35
Hendry	4,127	328	337	665	33.18	.18
Hernando	3,338	1031	318	1349	45.28	.37
Highlands	3,735	1602	549	2151	37.64	.58
Hillsborough	4,616	23504	6091	29595	28.41	8.04
Holmes	2,137	1891	--	1891	66.44	.51
Indian River	4,218	1652	611	2263	32.53	.61
Jackson	2,865	2641	1770	4411	52.32	1.20
Jefferson	2,741	324	792	1116	54.38	.30
Lafayette	3,342	331	--	331	45.65	.09
Lake	3,680	4580	1619	6199	40.17	1.68
Lee	4,286	3819	984	4803	32.19	1.30
Leon	5,173	1615	2882	4497	27.33	1.22
Levy	2,886	825	548	1373	52.18	.37
Liberty	3,277	367	--	367	46.16	1.00
Madison	2,614	809	1053	1862	57.08	.51
Manatee	3,814	6366	1187	7553	37.15	2.05
Marion	3,572	2769	2561	5330	41.99	1.45
Martin	4,295	1067	404	1471	30.74	.40
Monroe	4,660	2358	451	2809	24.64	.76

County	Median Family Income	Number of Families under $3,000 White	Nonwhite	Total	Percent of Families Under $3,000*	Percent of State Total Families Under $3,000 *
Nassau	4,465	785	524	1309	32.30	.36
Okaloosa	4,901	2824	447	3271	22.01	.89
Okeechobee	4,096	342	92	434	28.20	.12
Orange	5,222	10989	4278	15267	22.29	4.15
Osceola	3,368	2060	250	2310	44.14	.63
Palm Beach	4,784	11339	5903	17242	28.24	4.68
Pasco	3,307	4238	459	4697	45.26	1.28
Pinellas	4,359	31603	3521	35124	31.40	9.54
Polk	4,476	10635	3986	14621	29.22	3.97
Putnam	3,959	1545	1478	3023	38.39	.82
St. Johns	4,149	1507	1064	2571	34.97	.70
St. Lucie	4,211	1948	1310	3258	32.19	.89
Santa Rosa	4,692	1850	244	2094	30.03	.57
Sarasota	4,688	5361	908	6269	27.61	1.70
Seminole	4,446	2475	2047	4522	31.91	1.23
Sumter	3,023	944	491	1485	49.68	.40
Suwannee	2,767	1239	701	1940	54.00	.53
Taylor	3,844	755	510	1265	39.90	.34
Union	3,379	313	132	445	42.78	.12
Volusia	4,114	9645	2532	12177	34.37	3.31
Wakulla	2,783	390	277	667	54.27	.18
Walton	3,138	1622	272	1894	43.23	.51
Washington	2,662	1204	316	1520	55.43	.41
FLORIDA	4,722	269062	99012	368074	28.41	100.0

_ In counties with less than 1,000 nonwhite population, percentages contain information for both white and nonwhite.

* Percentages total may exceed 100 because of rounding.

STATE OF FLORIDA

POPULATION CHARACTERISTICS HAVING IMPLICATIONS FOR THE ECONOMIC OPPORTUNITY ACT

		FAMILY INCOME	UNEMPLOYMENT		WELFARE CASES		EDUCATIONAL LEVEL		
COUNTY	1960 POPULATION[1]	% OF FAMILIES WITH INCOME UNDER $3000/YEAR	NO. OF PERSONS UNEMPLOYED	% WORK FORCE[1]	NO. OF CASES	PER 1,000 POP.[3]	NO. OF PERSONS 25 YEARS AND OVER WITH LESS THAN 5 YEARS EDUCATION[1]	% OF ADULT POP.	MEAN YEARS OF EDUCATION[1]
ALACHUA	75,304	31.4	550	1.7	2,767	36.7	4,746	13.6	10.0
BAKER	7,363	45.9	50	2.6	365	49.6	834	22.9	6.8
BAY	67,131	28.8	1,100	5.7	1,717	25.6	3,254	10.4	9.2
BRADFORD	12,446	37.7	150	5.2	881	70.8	1,002	15.7	8.0
BREVARD	111,435	17.6	1,600	2.5	959	8.6	3,051	5.2	9.8
BROWARD	333,946	24.8	7,600	5.7	3,527	10.6	12,232	6.0	10.5
CALHOUN	7,422	54.9	150	9.7	641	86.4	831	22.2	7.3
CHARLOTTE	12,594	33.2	400	8.8	171	13.6	435	5.0	8.7
CITRUS	9,268	45.8	no figs.	no figs.	391	42.2	551	9.7	8.6
CLAY	19,535	30.6	100	3.1	495	25.3	1,139	11.7	9.6
COLLIER	15,753	29.9	300	4.7	205	13.0	994	11.3	7.8
COLUMBIA	20,077	41.3	250	3.4	1,151	57.3	1,994	19.2	8.2
DADE	935,047	22.8	22,900	5.2	12,311	13.2	42,670	7.5	11.2
DeSOTO	11,683	40.8	250	7.1	318	27.2	810	11.2	8.5
DIXIE	4,479	46.0	0	0	307	68.5	530	24.0	7.2
DUVAL	455,411	22.3	7,500	4.0	12,145	26.7	22,620	9.6	9.8
ESCAMBIA	173,829	23.9	2,400	3.5	6,306	36.3	8,035	9.6	9.0
FLAGLER	4,566	46.2	200	12.5	117	25.6	537	22.1	7.1
FRANKLIN	6,576	56.7	100	4.7	379	57.6	660	17.9	7.4
GADSDEN	41,989	52.5	1,300	11.3	1,547	36.8	6,847	31.1	6.9
GILCHRIST	2,868	60.0	0	0	242	84.4	254	16.4	7.7
GLADES	2,950	39.6	0	0	71	24.1	439	24.2	7.7
GULF	9,937	30.0	250	6.8	432	43.5	823	17.1	7.7
HAMILTON	7,705	56.0	50	3.0	544	70.6	1,197	31.1	5.8
HARDEE	12,370	41.0	100	2.9	471	38.1	948	14.1	8.6
HENDRY	8,119	33.2	100	1.6	264	32.5	792	19.1	8.7
HERNANDO	11,205	45.3	200	5.5	521	46.5	830	13.1	8.7

COUNTY	1960 POPULATION [1]	FAMILY INCOME	UNEMPLOYMENT		WELFARE CASES		EDUCATIONAL LEVEL		
		% OF FAMILIES WITH INCOME UNDER $3000/YEAR	NO OF PERSONS UNEMPLOYED	% WORK FORCE[1]	NO. OF CASES	PER 1,000 POP.[3]	NO. OF PERSONS 25 YEARS AND OVER WITH LESS THAN 5 YEARS EDUCATION[1]	% OF ADULT POP.	MEAN YEARS OF EDUCATION
HIGHLANDS	21,338	37.6	200	2.9	514	24.1	1,451	11.8	9.1
HILLSBOROUGH	397,788	28.4	7,600	4.8	9,080	27.8	23,134	10.3	9.3
HOLMES	10,844	65.4	250	12.2	1,301	120.0	1,266	21.4	6.9
INDIAN RIVER	25,309	32.5	300	3.2	639	25.2	1,297	8.7	8.8
JACKSON	36,208	52.3	450	4.6	2,875	79.4	4,151	23.6	6.9
JEFFERSON	9,543	54.4	50	2.2	788	82.6	1,456	31.1	5.6
LAFAYETTE	2,889	45.6	0	0	222	76.8	269	17.2	7.6
LAKE	57,383	40.2	1,250	6.5	1,211	21.1	3,230	9.4	9.3
LEE	54,539	32.2	1,000	4.2	887	16.3	3,198	9.8	9.5
LEON	74,225	27.3	600	1.8	2,427	32.7	4,438	12.8	9.7
LEVY	10,364	52.2	50	1.7	878	84.7	1,100	19.4	7.0
LIBERTY	3,138	46.2	50	5.9	272	86.7	350	21.5	7.1
MADISON	14,154	57.1	250	6.2	1,196	84.5	2,096	30.6	6.7
MANATEE	69,168	37.2	1,350	6.6	1,231	17.8	3,271	7.2	9.3
MARION	51,616	42.0	500	2.7	2,843	55.1	4,578	16.3	8.6
MARTIN	16,932	30.7	500	6.8	432	25.5	848	8.2	8.8
MONROE	47,921	24.6	450	3.7	674	14.1	1,849	7.6	10.4
NASSAU	17,189	32.3	250	3.8	651	37.9	1,324	16.0	8.2
OKALOOSA	61,175	22.0	550	3.4	1,451	23.7	1,807	6.5	9.6
OKEECHOBEE	6,424	28.2	100	5.7	231	36.0	410	13.5	8.0
ORANGE	263,538	22.3	4,700	3.9	4,678	17.8	10,149	7.0	10.6
OSCEOLA	19,029	44.1	350	7.5	754	39.6	1,000	8.3	8.9
PALM BEACH	228,106	28.2	5,400	5.0	3,534	15.5	13,043	9.4	9.9
PASCO	36,785	45.3	300	3.7	1,075	29.2	2,455	10.6	8.7
PINELLAS	374,665	31.4	6,700	4.9	5,358	14.3	11,922	4.5	11.3
POLK	195,139	29.2	5,400	6.8	3,960	20.3	13,149	12.3	8.8
PUTNAM	32,212	38.4	400	3.7	1,722	53.5	2,621	15.4	8.4
ST. JOHNS	30,034	35.0	200	2.0	946	31.5	2,109	12.5	8.9
ST. LUCIE	39,294	32.1	550	4.2	1,105	28.1	2,727	12.3	9.0
SANTA ROSA	29,547	30.0	200	2.7	1,363	46.1	1,554	11.8	8.6
SARASOTA	76,895	27.6	1,350	4.3	1,034	13.4	2,996	5.9	11.2
SEMINOLE	54,947	31.9	700	4.9	1,389	25.3	3,098	10.8	8.4
SUMTER	11,869	49.7	200	6.6	739	62.8	1,020	15.8	8.4
SUWANNEE	14,961	54.0	100	2.2	1,079	72.1	1,840	23.2	7.9

		FAMILY INCOME	UNEMPLOYMENT		WELFARE		EDUCATIONAL LEVEL		
COUNTY	1960 POPULATION[1]	% OF FAMILIES WITH INCOME UNDER $3000/YEAR	NO. OF PERSONS UNEMPLOYMENT	% WORK FORCE[1]	NO. OF CASES	PER 1,000 POP.[3]	NO. OF PERSONS 25 YEARS AND OVER WITH LESS THAN 5 YEARS EDUCATION	% OF ADULT POP.	MEAN YEA OF EDUCATIO
TAYLOR	13,168	39.9	150	3.1	757	57.5	1,691	25.8	6.8
UNION	6,043	42.8	50	2.9	332	54.9	750	20.9	6.7
VOLUSIA	125,319	34.7	2,300	4.9	3,503	30.0	5,196	6.4	10.6
WAKULLA	5,257	54.3	0	0	382	72.7	625	23.5	7.1
WALTON	15,576	48.2	200	5.8	1,402	90.0	1,648	19.5	7.8
WASHINGTON	11,249	55.4	100	3.8	1,407	93.1	1,262	21.4	7.2
STATE TOTALS	4,952,788		92,550		115,567		261,433		

[1] 1960 U. S. Census Report

[2] County and City Data Book, U. S. Department of Commerce, Bureau of the Census

[3] Florida State Department of Welfare

PROSPECTUS

OF

NORTH FLORIDA LEGAL SERVICES PROGRAM

This prospectus outlines a legal services program to be administered by CORE SEDF and designed to serve residents of a twenty-one (21) county area in northern Florida.

CONTENTS:

I. Community Profile and Comparative Incidence of Poverty.
II. The Case for an OEO-supported Legal Services Project in Northern Florida.
III. The Proposed Program~~: How It Is To Operate~~.

I. Community Profile and Comparative Incidence of Poverty.

A. Characteristics of the Project Area as a Whole Compared With The State As a Whole.

LOCATION, SIZE AND POPULATION OF PROJECT AREA:

The twenty-one county area is located in central northern Florida and comprises all of the counties located between Baker, Alachua and Levy Counties to the east and Jackson, Calhoun and Gulf Counties to the west ~~and includes~~ as well as the six counties mentioned.

Total population (1960 Census)+ : 382,018

Total area: 13,888 square miles

INCOME:

% of families with income less than $3000

Project area: 41.4%

State: 40.2%

note: In 10 of the 21 counties ~~have more than~~ 50% of families ~~with~~ have incomes less than $3000.

UNEMPLOYMENT:

% of civilian labor force/unemployed (male and female)

Project area: 3.7%

State: 5.0%

+ Unless otherwise indicated, all statistics come from the 1960 Census of Population

I. A.

UNEMPLOYMENT (cont.)

note: Although the project area unemployment rate is less than that for the State as a whole, it should be noted that of the 21 counties comprised in the project area, 8 have been designated as Redevelopment Areas by the Dept. of Commerce (U.S.), entitling them to certain forms of Federal assistance under the Area Redevelopment Act (P.L. 87-27) and in the near future under the Public Works and Economic Development Act of 1965 (P.L. 89-136).

The designation, in these instances, is based on the presence of small but persistent pockets of unemployment or low median family income. +

Since there are 15 Redevelopment Areas presently designated in the State of Florida, the project area includes more than half of the total number.

EDUCATION:

%of persons 25 years old and over who have completed less than 8 years of school

Project area:	38.6%
State:	23.2%

ESTIMATE OF THE NUMBER OF RESIDENT POOR:

150,000 to 175,000 persons

+ Economic Development, Vol. II, no. 9 (Nov. - Dec. 1965), U. S. Dept. of Commerce.

I. B. Other Pertinent Characteristics of the Project Area

PREDOMINANTLY RURAL:

Project area: 60% rural
State: 26.1% rural

note: 9 counties in the area are 100% rural.

In only two counties does the urban population exceed rural population.

RELATIVELY GREATER INCIDENCE OF POVERTY IN RURAL AREAS OF FLORIDA:

% of families with income less than $3000

Urban (State): 38.8%
Rural (State): 45.1%

median income of families

Urban (State): ~~$3962~~ $4956
Rural (State): ~~$3383~~ $4060

note: median rural incomes are below median urban incomes for all counties in project area.

% of persons 25 years old and over who have completed less than 8 years of school

Urban (State): 20.5%
Rural (State): 30.2%

% of substandard housing units

Urban (State): 12.2%
Rural (State): 27.7%

I. B. Other Pertinent Characteristics of the Project Area (cont.)

COMPARATIVELY LARGE PERCENTAGE OF NEGRO[redacted] POPULATION:

% of non-white persons in project area: 33.2%

% of non-white persons in State: 26.1%

note: in the counties of the project area, the number of non-whites other than Negroes is negligible.

GREATER INCIDENCE OF POVERTY AMONG NON-WHITE POPULATION;

% of families with income less than $3000

White (State): 30.1%

Non-white (State): 70.7%

INSERT AS SECOND IN ORDER

% of civilian labor force/unemployed (male and female)

All in project area: 3.7%

Non-whites in project area: 5.1%

Total for State: 5.0%

% of persons 25 years old and over who have completed less than 8 years of school

All in project area: 38.6%

Non-whites in project area: 67.3%

Total for State: 23.2%

note: In every one of the 21 counties the majority of non-whites 25 and over with less than 8 years of school completed have actually completed only 4 years or less. The same applies to white persons in most of the counties but the majorities are less striking.

median family income (State)

White ~~$5411~~ $5147

Non-white ~~$2980~~ $2798

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4. Major types of legal services to be offered

   (a) Preventive law

   (b) Referral to other sources of legal assistance

   (c) Legal instruction for community leaders as well as for indigent and monority persons.

   (d) Advocacy and litigation -- especially where particular cases touch pervasive problems of the area poor and where direct representation of the poor holds promise of effecting social change in ways which can be appreciated by local residents.

In keeping with the CORE SEDF principles of incorporation the focus of these services will be the civil rights and liberties of the poor.

I. B. Other Pertinent Characteristics of the Project Area (cont.)

EXTREME POVERTY OF RURAL NEGROE FAMILIES:

median income (State)

	all families	non-white
urban	$4956	$2980
rural non-farm	$4119	$2243
rural farm	$3371	$1791

% of rural families with incomes less than $3000

all families rural non-farm	33.8%
non-white families rural " "	68.5%
all families rural farm	45.3%
non-white families rural "	78.6%

II. The Case For An OEO-Supported Legal Services Project in Northern Florida

A. Extension of Legal Services to the Poor: The Need in General

There is no need to argue at length the appropriateness in principle of a legal services project as one form of community action program. The CAP Guide (Vol. 1, p. 27) specifically recognizes that providing legal aid and information on the rights of the poor is a plausible ? component of ~~a~~ Community Action Programs. Two successive Attorney Generals have underscored the significance of legal aid as a weapon in the war on poverty. Two federally sponsored conferences in recent months have endorsed this view and explored its implementation in considerable detail. There is general agreement regarding the following points:

1. Laws do little good unless people know about them and the poor are ~~just those~~ likely to be poorly informed about their rights and about means for redress of grievances.

2. The very complexity of law in combination with the multiplication of government agencies with legal powers has produced frustration and discouragement and resentment on the part of the poor, i.e., the very persons who are supposed to be prime beneficiaries of much of the new legislation but who can least afford legal counsel.

3. Laws and administrative procedures established by legislation cannot be expected to serve justice and human needs unless those affected by decisions of courts and administrators can effectively argue their case. This the poor characteristically do not know how to do or cannot afford to do. The legal process thus miscarries, justice is not done, well-intentioned legislation fails of its purpose and the poor suffer the consequences.

4. There is every reason to believe, and experience has confirmed, that extending legal services to a sizable group of American citizens who have been without such services due to interrelated conditions of poverty, ignorance and in large measure racial discrimination, is one way to break the vicious cycle of poverty and afford opportunities and incentives to indigent persons to improve their lot.

II. B. Specific Need for the North Florida Project

1. At the present time there is no other agency or organization, public or private, intended to provide legal services to the poor anywhere throughout the 21 county area.

   A CORE SEDF legal assistance office, staffed by ~~two~~ one attorney~~s~~, was set up at the beginning of 1965. The present plan calls for continued operation of that office. The need for expanding the facilities has been obvious as the small staff has been swamped with [illegible] work and quite unable to handle the case load even in one county.

2. The population of the target area is 60% rural (see statistics in part I of this prospectus). The concentration of lawyers in larger urban centers of the State means that it is especially difficult for most of the poor in this predominantly rural area to get legal assistance: they live remote from attorneys' offices. Attorneys who might give valuable occasional assistance for a minimal fee to indigent persons do not do so because potential needy clients and lawyers never make contact.

   The extension of legal services projected by CORE SEDF takes cognizance of this situation. Appropriately it is designed to reach and to serve the rural poor. It should be of considerable interest and value to anti-poverty planners and to Bar Associations throughout the country, as a demonstration project in rural legal aid.

3. The Negro population of northern Florida faces particular difficulties in relation to the [illegible] law. [illegible] The legal machinery, which is supposed to serve the cause of civil and criminal justice, as well as the operation of State and Federal administrative agencies staffed by local personnel, all too frequently constitute a threat to the poor, above all to the Negro poor, instead of a guarantee of impartial judgment and of the protection ~~against the infringement~~ of constitutional [illegible] rights. As a consequence, legal means of redress and appeal are widely distrusted and ignored when indeed they are not actually feared.

   Patterns of poverty and social ~~behavior~~/behavior ~~are such~~ in the area ~~that~~ cause the Negro population to suffer~~s~~ most from this state of affairs. Among both urban and rural residents, ~~the~~ Negro families constitute the poorest of the poor. (See particularly the income and education statistics in part I.) To make matters worse there are no resident Negro lawyers -- except for the staff of the present CORE SEDF program -- in the entire area of the 21 counties, a situation which places legal assistance of all sorts still farther beyond the ~~out of~~ reach of [illegible] the Negro poor.

   ~~In this state of affairs~~ It is accordingly particularly appropriate that a multi-county legal assistance program be administered by an organization capable of carrying out the Civil ~~Rights~~ non-discrimination requirements of all OEO grants.

II. B. Specific Need for the North Florida Project (cont.)

4. It has not been necessary for CORE SEDF (the applicant) to resort to books and statistics for evidence that the poor in North Florida need legal assistance. The experience of our organization with such a program of assistance on a small scale over the past 12 months has provided painful first-hand awareness ~~experience~~ of acute need. It has shown us also that interest on the part of rural residents in ~~taking advantage of~~ the proferred legal services can be generated and that positive results can be achieved. Finally, out store of experience has proved valuable in designing the greatly expanded legal services program which is outlined below. We have every reason to be confident that, given OEO support, this is one anti-poverty program that will work.

III. The Proposed Program

A. Choice of Area.

The 21 county target area, with a predominantly rural population, is sufficiently large to make the project a significant one in terms of the number of poor persons and families affected; it is at the same time not so large as to be unwieldy.

The counties are located in a part of the State where poverty and racial discrimination are peculiarly interdependent. For this reason, the extension of legal services to the poor in this area although posing a special [redacted] challenge, [redacted] recommends itself [redacted] as particularly appropriate and crucial in the war against poverty.

The 21 county area constitutes a region of considerable social-economic homogeneity. The types of legal problems to be dealt with will tend to be similar. Educational programs dealing with specific concerns can be substantially similar in content throughout the area. Experience acquired in one county or at one of the field offices can be expected to have general applicability.

The size of the area is optimum for a rural area in respect to the efficiency and adequacy of legal services that can be offered. It is small enough to permit close liaison among staff yet large enough to permit specialization within the staff and to warrant provision of research (e.g., library) and office facilities that will improve the quality and also expedite legal counselling and the processing of cases.

B. Program Objectives.

In line with the needs for legal services projects as outlined in part II above, the guidelines of the NORTH FLORIDA LEGAL SERVICES PROGRAM are as follows:

1. To provide diverse legal services to indigent persons so as to alleviate suffering and counteract feelings of helplessness, hopelessness and bitter frustration.
2. To afford opportunities and incentive to indigent persons to improve their lot. In this connection it should be stressed that the project is not to be restricted to or even principally oriented toward providing professional legal service for the poor. A basic objective is to bring about the engagement of the poor and disadvantaged in advocacy on their own behalf by instructing them concerning their rights, privileges and opportunities and the procedures by which they can implement these.

III. B. Program Objectives (cont.)

3. The scope and content of the legal services comprised in the program will take full cognizance of the need to disseminate information about legal rights, privileges and procedures and to make this information meaningful, convincing the apathetic and the cynical by example that they can make significant changes in their lives through appropriate action.

III. The Proposed Program

C. Organization and Operation

The project envisions an extension of the present CORE SEDF legal assistance program. The latter is to continue, financed by CORE SEDF. The present office at Tallahassee will be maintained and equipped to serve as central office. Four field offices will be established, strategically dispersed to achieve maximum accessibility. These will be located in Gainesville, Lake City, Marianna and Quincy. Field offices will be open at regular hours one or two days a week on a rotating basis. The existence of these offices, the hours they are open and the services available will be publicized through posters, church announcements, personal contacts with local organizations, etc.

STAFF: The staff will consist of 4 professional lawyers assisted and supplemented by (a) qualified law students engaged in coordinated field training programs and (b) residents trained by the staff to investigate complaints, serve papers, etc. Secretarial help will be sought in the group the program is designed to serve.

DIRECTION: An experienced practicing attorney will serve as executive director with overall responsibility for the program. He, in turn will be responsible to CORE SEDF. The relatively small number of staff attorneys involved in the project and the fact that they will be working as a team in the field, moving from field office to field office, much of the time, will permit close contact between the attorney in charge and all attorneys engaged in field office operations. It will also facilitate interchange of experience and ideas so that the program policies can be adapted to situations encountered, making them at once flexible and consistent.

ADVISORY COUNCIL: An interracial Advisory Council will be formed and will meet regularly with the attorney in charge. The Council will function as a sounding board of community opinion regarding current and prospective policies and operations. It will serve as a means of communication in both directions: from project personnel to community and vice versa.

The Advisory Council (approximately members) will

III. The Proposed Program

C. Organization and Operation (cont.)

be comprised of residents of the area, selected so as to represent diversified groups and interests: businessmen, ministers, representatives of professional groups (including Bar Associations and Law School faculties), local CAP program directors, leaders of civic organizations and civil rights groups, representatives of State, Federal or County agencies, etc. including representatives of the poor.

RESIDENT PARTICIPATION: It is essential to the purposes of the program that staff-generated policy guidelines allow maximum flexibility as to the specific legal services to be provided through the field offices. It is intended that services be given in response to local, resident-generated needs and ideas. Some of these needs will be obvious and compelling, but the limited resources of the program will necessitate a determination of priorities even among compelling needs. This determination should be made as far as possible through local resident participation on the part of the poor themselves. (Decisions, for example, as to what areas staff lawyers are to focus their efforts upon in seeking to challenge established procedures or to obtain precedent-establishing decisions by appealing lower court decisions.) It should be pointed out that this procedure is in line with the traditional and approved conception of the lawyer-client relationship: lawyers serve their clients, they do not manipulate them.

Resident participation is to be achieved informally through on the spot working rapport with poverty-minority groups in the field, made possible by responsiveness of project personnel to community needs and opportunities as articulated and formulated in the course of daily contacts as well as local educational and workshop-type meetings and discussions.

COORDINATION WITH OTHER AREA PROGRAMS:

(a) Coordination of this legal services project with other poverty programs is a major objective but one which, in the nature of the case, can only be characterized in general terms. It will involve, first, maximum possible active cooperation with the staff of other programs (i) in educating the rural and urban poor concerning specific program regulations and procedures and (ii) in encouraging the full participation of the poor in relevant programs.

III. C. Organization and Operation

COORDINATION WITH OTHER AREA PROGRAMS:(cont.)

Second, the legal services program will be coordinated with indirectly coordinated by serving to bring about improvements in anti-poverty and welfare programs and procedures; i.e., by providing independent legal representation of the perspective of the poor in support of their claims, grievances and criticims.

(b) The North Florida Legal Services Program will be carried out in conjunction with legal research and training programs of Law Schools of State universities. These law schools are located within the 21 county area.

(c) It is expected that law students will be available to assist staff lawyers with research and field work under the joint auspices of the Law Students Civil Rights Research Council, an independent organization with its main office located in New York City.

CRITERIA OF ELIGIBILITY FOR LEGAL ASSISTANCE: No rigid formula will be imposed in determining eligibility. The guiding principle will be that legal services shall be made available to all who cannot afford to pay. Beyond this, "the man of small means, who can afford to contribute toward legal costs, should be required to do so, but even he should not be turned away for lack of funds. Both must feel that they have a right to legal services, that they are not merely receiving another handout, and that they have some voice in determining what form the services will take to meet their needs."+

Every effort will be made to cooperate with local lawyers and Bar Associations in making referrals where clients can afford fees and can expect to obtain adequate legal representation in return.

+ p. 67. Law and Poverty: 1965, Report to the National Conference on Law and Poverty, Wash. D.C., June 23-25, 1965.

III. C. Organization and Operation (cont.)

QUESTIONS OF PROFESSIONAL ETHICS

1. Regarding the impropriety of soliciting ememployment by advertising, by seeking out and advising persons with grievances, etc. (Cf. number 27 and 28 of Canons of Professional Ethics of the American Bar Association)

   The contemplated educational component of the legal assistance program herein described and the use of publicity to make known the availability of legal assistance at the field offices throughout the project area do not transgress the bounds of professional propriety.

   The staff lawyers will not stand to "reap gain" from any litigation which might result from the educational component or from the use of publicity. Nor is it plausible to suppose that the program will, through educational activity or publicity, take clients away from lawyers engaged in private practice.

   (For the relevance of these considerations see NAACP v. Button, 371 U.S. at 415.)

2. Regarding the impropriety of a lawyer becoming an employee of any organization ("lay intermediary") which intervenes between him and his client or in any way compromises his loyalty to the client. (Cf. number 35 of Canons of Professional Ethics of the American Bar Association)

   state positively

   CORE SEDF is a ~~charitable~~ non-profit corporation. It would be gratuitous to presume that CORE SEDF intends to or will engage in administering a legal assistance program for pecuniary gain, a purpose contrary to its charter. And eliminating the motive of pecuniary gain is of considerable significance. In the words of the Supreme Court decision (NAACP v. Button, 371 U.S. at 441): "Objections to the intervention of a lay intermediary. . .derives from the element of pecuniary gain."

   The relevant purposes of CORE SEDF as stated in its charter, do not warrant the assumption that there is any reason other than pecuniary gain, why CORE SEDF should intervene unethically in the relationship between staff attorneys and their clients. The most relevant purposes are quoted here from the certificate of incorporation:

> "(a) To encourage, assist, sponsor, and conduct research and educational activities and to disseminate information concerning the extent and causes of, and methods of eliminating, racial prejudice and discrimination, and lessening juvenile delinquency and other neighborhood tensions.
>
> (d) To educate citizens with respect to their voting rights and encourage the exercise of such rights as permitted by pertinent state legislation.
>
> (f) To pay the expenses of legal representation and other expenses (including bail) of persons involved in judicial or administrative proceedings, wherein questions and issues pertaining to civil rights and liberties arise.
>
> (g) To promote and encourage harmony among the various racial groups of the United States; and, in connection therewith, to promote and encourage inter-community contacts to discuss means to mitigate tensions which threaten to disrupt such harmony."

Finally, in providing legal assistance as one activity among others CORE SEDF is comparable to a number of other charitable organizations whose legal aid activity has been unequivocally supported by local bar associations. (See Law and Poverty: 1965, p. 105n.)

Expense – North Florida
1965

Legal Fees	1100 54
Salaries	6249 80
Bank account John Ware	535 -
Rent	480 -
Machine Rent	313 59
Furniture	82 92
Misc Expense	178 59
Telephone	2145 61
Printing Stationery Supplies	1823 82
Use of Car John Ware	1200 -
Utilities	72 45
Court, Marshal Fees	481 78
	16271 10

4806 - Buff
8806 - Green

	Pop	% Urban	Rural	Tot # Fams	Tot # Inc less $3000	Tot # Inc less 1000	1000-1999	2000-2999
Alachua	74,074	49.6	37358	16,961	5321	1184	1992	2145
Baker	7,363	36.3	4692	1554	709	161	228	320
Bradford	12,446	38.6	7640	2932	1104	243	426	435
Calhoun	7422	0	7422	1842	1011	330	406	275
Columbia	20077	47.1	10612	4801	1994	491	758	745
Dixie	4479	0	4479	1111	511	154	189	168
Franklin	6576	47.1	3477	1653	927	198	365	364 ~~364~~
Gadsden	41989	44.2	23416	7632	4003	786	1821	1396
Gilchrist	2868	0	2868	737	442	113	161	168
Gulf	9937	42.4	5720	2326	698	136	293	269
Hamilton	7705	0	7705	1753	982	238	407	337
Jackson	36208	19.8	29,056	8430	4411	1342	1616	1453
Jefferson	9543	0	9543	2052	1116	264	504	348
Lafayette	2889	0	2889	725	331	63	148	120
Leon	74225	64.9	26,051	16449	4497	1064	1525	1908
Levy	10,364	0	10,364	2631	1373	329	538	506
Liberty	3,138	0	3,138	795	367	83	149	135
Madison	14,154	22.9	10,915	3262	1862	498	765	599
Suwannee	14,961	43.7	8417	3592	1940	487	835	618
Taylor	13168	61.0	5138	3170	1265	325	489	451
Union	6043	0	6043	1040	445	68	203	174
Wakulla	5257	0	5257	1229	667	191	234	242
	✓384,886		✓232,200	✓86,677	✓35976	✓8,748	✓14,052	✓13,176

~~Notes~~	Males 14+ over in Labor Force	# Unemp	Females	# Unemp	All Ages	21+ over	Under 21	Over 65
Calhoun	17100	486	10229	325	74074	40453		4679
	1645	72	685	47	7363	4010		~~448~~ 498
	~~2840~~ 2860	154	1464	62	6323	3516		502
	1569	100	607	14	7422	4016		668
	4878	150	2632	170	20077	11214		1742
	989	61	434	—	4479	2501		358
	1456	125	902	37	6576	3965		878
	8049	196	6089	136	41989	23972		3961
	740	17	311	8	2868	1667		291
Gulf	2592	134	955	58	9937	5334		509
	1774	40	902	8	7705	4107		789
	8062	334	3956	358	36208	19477		3125
	2041	31	1134	55	9543	4983		1026
	757	4	348	—	2889	1688		338
	17289	562	12165	428	74225	40563		3875
	2435	35	1310	68	10364	6051		1270
	758	57	269	6	3138	1765		282
	3298	89	1778	45	14154	7447		1345
	3733	126	1588	90	14961	8558		1603
	3028	115	1359	61	13168	7178		1057
	941	32	556	22	6043	3962		417
Wakulla	1141	70	458	17	5257	2873		479
	✓87,135	✓3,010	✓50,131	✓2,115	✓378,763	✓209,300	✓169,463	✓29,692

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	# 14-15 Enrolled in schl	% 14-15 enrolled in schl	T of 14-15	# 16-17 Enrolled in schl	% 16-17 Enrolled in schl	T of 16-17
Calhoun	2251	92.0	2446 ~~2298~~	1892	77.6	2439
	277	96.5	288 ~~255~~	195	72.2	270
	509	95.0	536	350	80.3	435
	358	91.1	393	250	80.9	309
	819	96.7	847	643	78.4	820
Dixie	154		174	112		154
	241	88.6	272	160	72.4	221
	1392	90.3	1561	1088	77.1	1411
Gilchrist	107		138	108		134
Gulf	413	98.1	421	286	84.4	319
	300	94.0	319	292	85.6	341
	1754	92.4	1801	1510	79.8	1892
	336	93.6	359	298	80.1	372
Lafayette	102		123	123		122
	2151	94.5	2276	1894	82.9	2284
	340	90.4	376	358	90.9	393
Liberty	103		125	105		126
	623	95.6	651	505	83.6	604
	509	92.7	549	573	84.6	677
	449	92.8	484	371	75.7	490
Union	185	~~[illegible]~~	181	165		209
Wakulla	190		208	229	86.7	218
	13,563	93.3	14,528	~~[illegible]~~ 11,507	80.8%	14,240

	male 25+	Females 25+	Tot 25+	Male less than 8 yrs	Females less than 8 yrs	Tot less than 8 yrs
Alachua	16907	17962		4745	4569	
	1837	1806		930	739	
	3175	3196		1147	1037	
	1773	1965		934	835	
	4990	5381		2137	1797	
	1097	1110		553	442	
	1791	1903		731	737	
	10,245	11,804		5947	5947	
	781	766		438	266	
Gulf	2488	2317		975	663	
	1812	2032		1038	966	
	8352	3894		7274	4291 ~~1106~~	
	2165	2520		1106	1199	
	763	799		358	287	
	16771	17926		4893	4369	
	2842	2836		1218	1103	
	795	831		389	318	
	3179	3672		1735	1702	
	3816	4116		1883	1676	
	3216	3374		1598 ~~337~~	1404	
	2526	1059		1228	391	
Wakulla	1304	1357		142	598	
	✓ 92625	✓ 92626	✓ 185251	✓ 43,999	35,336	79,335

		Sound		Deteriorating			
	All Hsg Units	Lack H.W	Lack other Plb	Lack H.W.	Lack other Plb	Dilap	Tot Hsg Substand
Alachua	21962	869	1176	704	1601	1887	
	1951	818	79	55	376	287	
	4019	187	409	136	521	530	
	2403	93	301	111	373	44	
	6377	313	538	254	581	1219	
	3399	200	270	107	310	365	
	3101	134	185	84	236	481	
	9625	274	1832	117	1773	1661	
	1024	21	37	50	88	403	
Gulf	3581	120	214	84	381	554	
	2345	176	319	97	617	263	
	10962	361	1094	277	1864	1815	
	2831	87	451	38	659	557	
	1066	37	85	64	218	146	
	21103 ~~[illegible]~~	679	452	523	590	1388	
	3622	219	304	119	523	648	
	990	57	165	8	161	115	
	4304	203	637	135	1027	608	
	4748	205	346	203	922	672	
	4407	297	716	291	473	531	
	1298	32	131	42	234	231	
Wakullah	1918	20	81	71	249	613	
	117,036 ✓	5402 ✓	9872 ✓	3570 ✓	13,777 ✓	15,018 ✓	47,639 ✓

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	Negro Male	Negro Female	Negro Tot
	9203	10,209	
Calhoun	~~28521~~	~~25945~~	
	777	820	
	1405	1471	
	567	622	
	2960	3110	
	322	326	
	651	740	
	11838	13106	
	154	174	
Gulf.	1159	1226	
	1664	1761	
	5607	5625	
	2635	3006	
	174	170	
	11631	12651	
	1564	1568	
	223	255	
	3106	3617	
	1946	2118	
	1536	1698	
	436	480	
Wakulla	721 ✓	✓ 779	
	60979	65,532	126,511

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↓

Jan - Dec 1964

	Births	Deaths	Infant Deaths
Alachua	2140	637	53
	180	75	4
	248 ~~[illegible]~~	136	6
	154	94	8
	558	262	22
	117	57	3
	183	87	8
	1050	377	69
	60	29	2
Gulf	219	69	6
	164	91	3
	630	367	14
	231	101	10
	37	27	3
	1783	610	64
	211	135	5
	68	37	1
	302	156	8
	294	153	8
	337	138	5
	122	48	2
Wakulla	120 ✓	48	2
	9208		306 ✓

ville
904-353-1251
P.O. Box 2050
Jacksonville

~~Tallahassee~~ 904 ~~224-4419 Suit #1~~
~~904-~~ ~~222-3564 Suite~~

	AFDC under 21 ①	Old Age Over 65 ①	# 18-25 Exam by Sel Serv ②	# Rej by Selec Serv 4F + 1Y ②	% Rej by Selec Serv ②
Alachua					
Gulf					
Wakulla					
Total					

① For the calendar year 196 . From the State Welfare Department, Jacksonville, Florida

~~② For the calendar year 196 . From the State Selective Service System, St Augustine, Florida~~

for cal yr 1965

Selective Service Board #	Covering The Counties of	Examined	Rejected
Bd 16	Col & Baker	290	146
17	Alachua	639	326
18	Union & Bradford	160	82
8	Calhoun & Liberty	161	79
9	Franklin & Gulf	148	81
10	Gadsden	489	330
15	Gilchrist, Levy, Dixie	205	92
14	Hamilton, Suwanee	297	161
7	Jackson	472	232
65	Jefferson	122	76
13	Taylor, Lafayette	239	103
11	Leon, Wakulla	566	305
12	Madison	180	104
		3968 ✓	2117 ✓

53.3% rejected

From The State Selective Service System, St. Augustine Florida. Telephone conversation with Mr Charles Stevens (904- Va 99051)

Missing for CAPS

5.3.3 more recent unemp than 1960 — 904-353-1251

5.3.4 AFDC under 21 } State Welfare being sent
OA over 65

~~5.3.6 18-25 exam by Sel Serv~~) ~~State Sel Serv~~
~~" rej " "~~ ~~904-354-7111~~
~~" % rej~~) 904 ~~VE 99051~~
~~Charles Stevens~~

~~5.3.7 Births per yr~~
~~deaths " " under 12 mo~~
~~infant deaths as % of births per yr~~

MEMORANDUM

5/11/65

TO: All office personnel
FROM: Ed Day, Business Manager
RE: Requisitions for funds

Starting today, new procedures for the requisitioning for funds will go into effect. These new procedures are as follows:

1) fill out requsition

2) take to either Clora Coleman or Ed Day for signing. The other members of the professional staff who are authorized to sign, may continue to do so, but it is preferable that Clora or Ed be one of the signators, and if possible both.

3) Deposit signed requsition in REQUISITION SLOT in the reception room door to bookkeeping (across from switchboard)

4) Carlos Orsini, internal auditor will be responsible for innitialing the requisition for check writing, and will designate when the check is to be written. Checks will normally be written only twice a day, once in the late morning, and once in the late afternoon. They will be written on the new bookkeeping machine, the operation of which will not be interrupted from other tasks during the day to write checks. Emergency checks will be written only in "true emergencies", at the descression of Carlos, and will of course have to be written by hand, and then later entered on the bookkeeping machine. DO NOT PLAN ON HAVING YOUR BAD PLANNING CONSIDERED AN "EMERGENCY", AS IT PROBABLY WILL NOT BE CONSIDERED AS SUCH, AND YOU MAY BE LEFT HOLDING THE BAG WITH WHOMEVER YOU ARE DEALING.

5) When your check has been written, it will be delivered to your mail box, and you will be notified by phone by the bookkeeping department. DO NOT ATTEMPT TO PICK UP YOUR CHECK IN THE BOOKKEEPING DEPARTMENT.

TO: all c[illegible]ice personnel **FROM: Ed D[illegible], Business Manager** **RE: Telephones**

Rachlin

IMPORTANT **MEMORANDUM** **IMPORTANT**

Attached is a list of National CORE telephone and telegraph billing code numbers. FOR THE PURPOSE OF BILLING, CORE'S PHONE NUMBER IS NO LONGER CO7-6270. WE WILL NO LONGER BE ACCEPTING LONG DISTANCE PHONE CALLS OR TELEGRAMS BILLED TO CO7-6270. THEY MUST BE BILLED TO AN APPROPRIATE BILLING NUMBER IN THE SERIES 3Q2-7000 to 3Q2-7999. When you make a phone call, give the operator the appropriate 3Q2 number instead of the CO7-6270 number. On direct dial calls, an operator will "beep in": you are to give her the 3Q2 number.

You should select the particular 3Q2 number on the basis of the ~~xxx~~ purpose of yourcall. IF YOU HAVE ANY QUESTIONS ABOUT WHAT THESE VARIOUS CATEGORIES OF NUMBERS OR WHAT A PARTICULAR NUMBER MEENS, PLEASE ASK ME, RATHER THAN GUESSING. The numbers assigned to particular staff members should be used ONLY when no "functional" number seems appropriate, e.g., on a purely administrative call, which is so general as to not apply to a particular function. When a call is going to be about several functions, bill it to the primary function about which you are calling. If for some emergency reason you have to break the "no collect call" rule, be sure to bill it to a 3Q2 number.

NOTICE: THESE BILLING CODE NUMBERS, AND THE BILLING CODE SYSTEM ~~IS~~ ARE TO BE REGARDED AS "TOP SECURITY" AND MUST NOT BE REVEALED TO ANYBODY OUTSIDE OF THE CORE STAFF.

This billing code system is being put into effect to permit cost accounting to the various CORE functions, and to permit "picking up" calls which should be charged to accounts other than CORE, ex. SEDF. Please help us make it work!

5/13/65

TELEPHONE AND TELEGRAPH
NATIONAL CORE BILLING CODE NUMBERS

5-11-65

3Q2-70 1...N.A.C.
2...McKissick (not legal or convention)
3...Convention
4...National Policy Program & Action Development
5...Tactial

Q2-70 10....Farmer
11....Mutarelli
12....Wiley
14....Day
16....C. Coleman

Q2-70 26....Legal (SEDF, general)
27.... (CORE, general)
25....Rachlin

Q2-70 30....Rich (SEDF)
31....Gartner (C.R., general)
32....Direct Mail
33....CSEP
37....Publications
34....Public Relations (general)
36....V. Coleman
38....Stencil Room

3Q2-70 40....Levy
41....Peterson
42....Castle
48....McDonald
49....Murphy
45....CORE, Fund Raising general
46....SEDF, Fund Raising general
44....Meridian Center
47....Art Show

3Q2-70 50....South Carolina (CEP)
51....Organization, Chapter Develo
52....Organization, Program Develo
53....Organization, Training, Confe

3Q2-70 55....Bookkeeping, CORE general
56....Bookkeeping, SEDF general

3Q2-70 99....Southern Region
98....Louisiana
97....Mississippi
96....North Florida
95....West Coast Region
94....N.E. Region
93....Chicago
92....Syracuse
91....Rochester (1199)

NOTICE: STARTING TODAY, THE RECEPTION ROOM DOOR TO BOOKKEEPING WILL BE KEPT CLOSED AND LOCKED. ALL OFFICE PERSONNEL, INCLUDING MEMBERS OF THE BOOKKEEPING STAFF, ARE TO USE THE BOOKKEEPING DOOR NEXT TO THE LEGAL DEPARTMENT, FOR BOTH ENTERING AND LEAVING.

MEMORANDUM

TO: All office personnel

FROM: Ed Day, Business Manager

RE: use of bookkeeping department and personnel

HENCEFORTH only AUTHORIZED PERSONNEL will be permitted in the bookkeeping areas. NO persons other than [illegible] employees will be permitted at any time to enter the bookkeeping areas, unless they have the express ADVANCE permission of Carlos [illegible] or myself. Members of the office staff are to enter the bookkeeping areas ONLY when they are on "official business". Members of the bookkeeping staff are to receive "personal visitors" and deliveries outside of the bookkeeping areas, preferably in the reception room. Whenever possible, business matters should be discussed over the inter-office phones rather than going to the bookkeeping department. I hope all of you will cooperate with Carlos and myself on this, as I really would not like having to become the office ogre on "enforcing" this. During the present financial period, the security of our files becomes increasingly important. We are also desperately far behind in our bookkeeping, and must make every effort to get caught up as rapidly as possible. We also will soon have a very expensive and complicated piece of equipment in the new bookkeeping machine, and must see to it that it does not get mistreated or accidentally messed up.

ALSO: Members of the bookkeeping staff are not to be asked to work in areas other than bookkeeping, e.g., typing, switchboard relief, without the advance approval of Carlos. All requests for such assistance, as well as bookkeeping assistance or information on anything except the most routeen information, should first be cleared with Carlos .

AN URGENT APPEAL

CORE-Congress of Racial Equality
38 Park Row
New York 38 New York
CO 7-6270

Dear CORE Chapters and Friends:

The continuation of CORE's dynamic Southern program as well as our New York City action programs depend heavily upon the current fund drive. We have proposed that proceeds be divided 1/3 to chapters, 1/3 to the Southern programs and 1/3 to the national office. Where this arrangement proves a hardship to chapters in debt other arrangements will be made. On the other hand, chapters needing less than 1/3 of the prodeeds are asked to so indicate.

A number of chapters have failed to respond so far. The Drive started officially on June 1, 1965. If your chapter has failed to pick up cannisters or could use more, pick them up at the National office as soon as possible.

The following are suggestions for fundraising. Naturally, your chapter is free to use any legitimate fundraising methods in this campaign.

1) Pick up cannisters from the CORE National office and circulate them among your friends, neighbors, co-workers;

2) Organize a fundraising party for CORE in your home, office or shop;

3) Arrange with your union, church, synogogue or fraternal group to have a fundraising party for CORE, or finally,

4) Pick up cannisters at National office for door to door, indoor and street corner solicitation.

Sincerely yours,

Benjamin A. Brown

Dr. George A. Wiley
Associate National Director

Benjamin A. Brown, Chairman
CORE Southern Freedom Summer Fund Drive

April 7, 1967

Mr. Drew Pearson
1313 Twenty-nineth St., N.W.
Washington, D.C.

Dear Mr. Pearson:

Thanks so much for your courtesy on the phone earlier today. I know that your slip with regard to the Scholarship, Education and Defense Fund for Racial Equality was inadvertent.

I am enclosing Fact Sheets and a copy of our chairman's inaugural address for you and Mr. Anderson.

I shall expect to meet with Mr. Anderson in his office at 3:00 p.m. Tuesday, April 11th.

Thanks once again for your concern.

Sincerely yours,

Marvin Rich
Executive Director

MR/lp
Enclosures:

COPY

April 7, 1967

A suggestion by nationally syndicated columnist, Drew Pierson, that the Scholarship, Education and Defense fund for Racial Equality (SEDFRE) received Central Intelligence Agency funds through a foundation is totally incorrect, Marvin Rich, Executive Director of SEDFRE said today.

Commenting on a Pierson column appearing in todays newspapers, Mr. Rich said that the civil rights organization he directs emphasizes the training of community leaders throughout the country and conducts no activities abroad.

"The fund that is hinted to have contributed CIA funds to us, the Aaron E. Norman Fund, has assured us that not one penny of its contributions to SEDFRE came from CIA," Mr. Rich said. He stated that he received assurance to this effect from Andrew E. Norman who is President of SEDFRE in addition to directing the foundation's activities.

'While I have great respect for Mr. Pierson," Mr. Rich stated, "I was dismayed to learn of his charge of CIA financing of civil rights activities, especially because he did not contact me or any one else in SEDFRE before publishing his statement."

Mr. Rich said that these statements could harm SEDFRE and the cause of civil rights. 'We need funds to carry on our activities", he noted. "Our fund raising, never easy, is going to be more difficult if people think we get what we need from the government", Mr. Rich stressed.

"SEDFRE will continue its activities", he said. "It will provide scholarships to young civil rights workers, legal assistance to those who need it, and, above all, training to community leaders, North and South, who are learning to help themselves in their efforts to achieve equal treatment in our country", Mr. Rich said.

The Scholarship, Education and Defense Fund
for Racial Equality
150 Nassau Street
New York, New York 10038

LAWYERS CONSTITUTIONAL DEFENSE COMMITTEE
OF THE AMERICAN CIVIL LIBERTIES UNION
156 FIFTH AVENUE, NEW YORK, N.Y. 10010
(212) YUKON 9-7530

Eula

PRESIDENT
CARL RACHLIN
General Counsel
Congress of Racial Equality

VICE-PRESIDENTS
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Counsel to the
Rev. Dr. Martin Luther King, Jr.

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Professor of Law
Harvard University Law School

HOWARD MOORE JR.
Counsel
Student Nonviolent
Coordinating Committee

CHARLES MORGAN JR.
Southern Regional Director
American Civil Liberties Union

JOHN DE J. PEMBERTON JR.
Executive Director
American Civil Liberties Union

JOHN M. PRATT
Director
Commission on Church and Race
Council of Churches in
Southern California

EXECUTIVE DIRECTOR
HENRY SCHWARZSCHILD

FIELD OFFICES
603 North Farish Street
Jackson, Mississippi 39202
(601) 948-4191

ALVIN J. BRONSTEIN
Chief Staff Counsel

31½ Franklin Street
Selma, Alabama 36701
(205) 872-3427

DONALD A. JELINEK
Staff Counsel

2209 Dryades Street
New Orleans, Louisiana 70113
(504) 523-1797

RICHARD B. SOBOL
Staff Counsel

PRESS RELEASE For immediate release

New York, April 7, 1967: Answering an implication in Drew Pearson's nationally syndicated column, the Lawyers Constitutional Defense Committee denied today having received any money from the Central Intelligence Agency.

"We have never been given any money whatsoever either by the Government or by one of the CIA's dummy foundations," said Henry Schwarzschild, LCDC Executive Director, in New York, "mor have we ever requested any."

The LCDC statement continued:

"Since 1964, LCDC has provided legal representation to the civil-rights movement and the Negro community in the South. We are grateful for the financial support we have received in this difficult undertaking from a number of long-established, well-respected foundation, among them the Aaron E. Norman Fund, the New World Foundation, and others."

The LCDC statement concluded:

"From the outset, LCDC has worked intimately with the civil-rights movement. We have responded to the legal needs of those American fellow citizens whose claims to the

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Contributions to LCDC of ACLU are tax-deductible. 252

equal protection of the Constitution and the laws have been long ignored. Not for a single moment and not in a single legal action has any purpose motivated LCDC other than the militant pursuit of racial justice and equal rights through law."

The Lawyers Constitutional Defense Committee is a civil-rights lawyers organization, headquartered in New York. It maintains civil-rights law offices in Mississippi, Louisiana, and Alabama. LCDC's directors are the chief legal officers of various national civil-rights, civil-liberties, church, and intergroup relations agencies, among them the American Civil Liberties Union, the NAACP, the American Jewish Committee, the National Council of Churches, the Student Nonviolent Coordinating Committee, and others.

The Chairman of LCDC is Howard M. Metzenbaum, Cleveland attorney and board chairman of ITT Consumer Services Corporation. Its President is Carl Rachlin, Legal Director of the Scholarship, Education and Defense Fund for Racial Equality. LCDC's national office is at 156 Fifth Avenue, New York City.

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For further information, please contact:

Henry Schwarzschild, Executive Director of LCDC

Office: in New York, 989-7530
Home : in White Plains, N.Y., (914) WH 8-4787

POOR PEOPLE'S CORPORATION

P. O. Box 977, Jackson, Mississippi (601) 352-9791
5 Beekman St., New York 10038 (212) RE 2-3996

9/16/66

Marv Rich
SEDF
150 Nassau St.
New York, N.Y.

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A. Philip Randolph
Mrs. Louis Rudin
Bayard Rustin
Nathan Schwerner
Dr. Harold Taylor
Norman Thomas

(incomplete - final list in preparation)

Dear Marv,

Jesse Morris, PPC's Project Director, thought we could raise some money to keep the program going by opening a discount store in Jackson: there's a local need for current books and periodicals, inexpensive art reproductions, sturdy shoes for children, men's shirts, etc. We had already started working on a retail store which would sell fabric and remnants: the remnants and other merchandise could be sold in a huge room which is part of Liberty House.

I've begun to solicit donated merchandise for this purpose...we have to get more and more self-sustaining, we just can't rely on contributions. So, the problem I'm writing to you about is whether I can offer to channel donations of books, in particular, through SEDF. Nat Schwerner just responded to my request for books by saying he could get large quantities donated if deductibility could be offered. Possible? I thought that books might fit into your "education" purpose. Nat said he'd be getting in touch with you directly about this, but I wanted to prepare you with some explanation of our plans. I hope you can work something out. We're still waiting for our exemption to come through.

I'll be back in Cambridge by the time you see this letter (I'm going back to Brandeis for a semester). The girl replacing me here is Linda Henry, and will be able to handle all these questions and arrangements.

Sincerely,

Ellen

Ellen Maslow
Pepsi Generation Rep.

November 22, 1966

Miss Linda Henry,
Executive Secretary
Poor People's Corp.
5 Beekman Street
New York, N. Y.

Dear Miss Henry:

Enclosed is a check for $750 from Scholarship, Education and Defense Fund for Racial Equality. This is a contribution to your program Cooperative Development.

I hope that we can get together shortly to discuss leadership by some of the cooperatives which we are encourageing in Louisiana and those directly supported by the Poor People's Corp.

Sincerely,

Marvin Rich,
Executive Director

MR:ha
cc. Mrs. Heyman

MEMORANDUM

March 17, 1966

TO: Floyd B. McKissick, National Director, Congress of Racial Equality

FROM: Alan Gartner

Some while ago CORE received an anonymous contribution of $5,000. This was handled through Marvin Rich and repayment was made on a regular basis to a bank account number. This past winter, the donor door agreed to allow us to stop payment while he was in the Army.

As Marvin and I were the only ones familiar with this transaction, the donor, Charles Currier, asked me if I would write this memorandum to you informing you of the transaction. It is his wish that the present balance remain outstanding, that repayment be frozen at his discretion, and that you write a note to him c/o

Mr. Val Coleman
211 West 106 Street
Apartment No. 1A
New York City

confirming this arrangement.

Thank you.

AG/hm

cc: Mrs. Clora Coleman
Mr. Charles Currier

March 21, 1966

Dr. Joseph Loreton
Board of Education
110 Livingston Street
Brooklyn, New York 11201

Dear Doctor Loreton:

Some months ago you requested and I sent you a copy of my programmed instruction text, "The Supreme Court and Desegregation." I would appreciate your returning that copy to me as it is the only printed copy I have left. Should the Board of Education be interested in using all or a portion of the program, I, of course, will be pleased to talk with you about it.

Please send the material to my home address,

147-17 Charter Road, Jamaica 35, New York

Sincerely,

Alan Gartner
Program Director

AG:hm

P.S. - Your records may note that you obtained the text from the Committee on Programmed Instruction of Harvard University where I had previously worked.

March 21, 1966

Fred M. Newman
Assistant Professor of Education
Graduate School of Education
Harvard University
Cambridge 38, Massachusetts

Dear Fred:

First let me congratulate you on your new status.

I am appreciative of your concern in the Anna Holden matter, and recognize the balance which you seek to strike. I think the O. E.'s apparent decision to restrict their employees after-hours activities is not unrelated to the softness of the present guidelines. Both seem to be an indication of less than a complete sense of urgency on the importance of the need for speed and total action in school desegregation.

Sincerely,

Alan Gartner
Program Director

AG:hm

MEMORANDUM

March 21, 1966

TO: Marvin Rich

FROM: Alan Gartner

RE: Program Proposals for SEDF

I. A General Comment on SEDF Program

For some time SEDF has seen itself as essentially a service program for CORE, as well as carrying on a number of related programs such as the scholarship program. A characteristic of most of these programs has been their lack of direct contact with the people in the field; to some extent this has been altered with Ronnie Moore's training program. Also a characteristic of most of these programs has been their predominant concern with the South; again, the training program offers some entry into the North.

SEDF faces a new situation at the present time. This new situation is essentially produced by a general change in the thrust and direction of the civil rights movement, as well as more particular changes in CORE. I believe that the response of SEDF, as I understand it, to this altered situation has been a positive one, and offers the hope for a viable and growing SEDF program.

It seems to me that the most important area for SEDF to become involved is at the nexus of civil rights and social welfare concerns. While many have argued for an increased concern on the part of the civil rights movement in these issues which "go beyond" race, their program has generally been of such high-flown and grand proportions as to exclude from participation the very people that the civil rights movement mobilized. It seems to me most essential that any new or further thrust of the enlarged "movement" must continue to concern itself and to work with the people in the street.

For SEDF to become engaged in this program there are a number of potential models. (1) CORE staff model where SEDF adds field staff to its payroll; (2) A model provided by the recently funded NCEY program whereby they added staff to their payroll and then provided them for the use of civil rights groups; and (3) the addition of staff members to the central agency who will provide services to local action groups. The first alternative apperrs to be particularly ill-suited to SEDF's present program and resources, as well as foundering on the complication of the relationship of these field secretaries to CORE field secretaries.

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Some combination of the second and third models seems to be desirable and we will develop them in the following pages.

II. Information Program

It is clear that the national thrust of the civil rights movement has been, if not weakened, at the very least seriously diverted. This comment while true is, I believe, more appropriate to the large national organizations than to indigenous local action groups. Local action groups continue to be very active in many communities. However, these groups are handicapped by at least two serious shortcomings. First, the lack of trained leadership, especially on the secondary and tertiary levels (we will discuss the aspects of training under III below). The second and related shortcoming is the lack of concrete program technology. By program technology I mean that information and those techniques which are necessary to carry on a successful action program. Local action groups have the desire to work but are faced with many serious and unsolved problems. What they need is "how to do it" information. Autonomous local action groups are severely restricted in their access to information of all sorts which relate to their problems and which could be useful in their work; if CORE provides any example, local groups affiliated with national organizations have precious little more information. Another serious handicap to autonomous local groups is their sense of being alone and isolated.

Much in the following proposals is apparently similar to the ideas put forth by the Citizens Crusade Against Poverty (CCAP). Perhaps before we go any further it would be relevant to describe the CCAP program and then to indicate how this proposal differs. CCAP is essentially a federation of national groups which is attempting to develop a network of grass roots organizations more or less loosely affiliated with it. They plan a massive training program (I understand they are seeking approximately $5,000,000 from the Ford Foundation for it) and having trained about 1,000 people in resident training institutes, they then intend to hire a significant portion (about 300) of them and return them to work in local communities. In addition they are seeking to establish communications with as many local action groups as possible -- they claim to have present contact with some 3,000 local action groups and intend to be in touch with as many as 15,000 groups within a year or so. In the words of one of their officials the purpose of contacts with local groups is communications, getting information out on government programs and private group activities, liason between groups as a means of identifying leaders and potential trainees, to build coalitions on a local, regional and national level, and to establish intelligence mechanism for reports to central headquarters on local activities. This is a very grand and ambitious program and its scope has the appearance of blanketing the waterfront. I believe, however, that there are important areas of information disbursement and communications which remain

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untouched by this CCAP program. It is important to note that the prime concern, as I understand it, of the CCAP network of local action groups is to organize and focus these groups on issues of national concern such as federal legislation regarding the poverty program, administrative rulings regarding matters such as "maximum feasible participation of the poor", etc. The focus then is on matters of national concern with information going out from Washington and pressure being organized to focus back on government institutions. As an aside, I would recommend that SEDF join CCAP as a means of being aware of their activities, sharing in their resources, and perhaps influencing their direction.

The proposal which I make here is both different and more limited than the CCAP program. I propose that SEDF establish an "Action Bulletin". This bulletin which would be sent on a monthly non-cost basis to local action groups, both those affiliated with national organizations and those that are not, would emphasize the "how to do it" aspects of local action programs. I am convinced that the great bulk of problems faced by local action groups in the North and the West have a high degree of similarity and that, therefore, successful action projects in one community can with appropriate adjustments by replicated in other communities. Much of what will be discussed in the "Action Bulletin" will have relevance to the South.

This service would be provided by SEDF without any obligation in return from the local action groups. These groups would not pay SEDF, they would not be obligated to credit in any way with SEDF for their activities, and SEDF would seek to exert no discipline over them. The "pay-off" for SEDF would come in the provision of this service to the local action groups and the description for relevant purposes of these contacts with local action groups as part of the national SEDF program.

The development of a list of local action groups can be undertaken in several ways. (1) seeking to obtain from national civil rights organizations a list of their chapters and branches, (2) making contact with state and federal offices which work with local action groups, viz. state Human Relations Commissions, Community Relations mediators, etc., (3) through a careful reading of the Negro press which will provide the names of local action groups as well as some indication of their activities, and (4) the development of a system of "spotters" in various states around the country will be enlisted to alert SEDF about the existence of local action groups.

The bulletin would consist of five parts. First, and most important, would be the "case study" description of local action projects. These descriptions would be in sufficient detail so as to allow the groups reading them to replicate the project without any further contact either with SEDF or the group whose project is being described. While no final decision has been made as to the format of this section, I would presently propose that each case study begin with a brief description of the problem, which would allow the reading groups to ascertain whether they are "interested" in that problem, and that each case study contain a notation of how one might contact the group whose project is being described. The case studies would emphasize the concrete detail of how to put the project on, with such matters as what kinds of information was studied and how it was gathered and evaluated, what negotiation, techniques, if any, were used, what alliances or coalitions were sought, what direct action or pressure techniques, if any, were used. In each instance emphasis would be on the concrete, the detailed, the precise, the actual behaviour. To steal the title of a successful book, this would be the "Manual for Direct Action" at the "nitty-gritty" level. I would like to see four to six such case studies in each monthly bulletin.

An example of such a case study would be the description of the project Boston CORE carried on against a local supermarket chain. This involved an attack on the chain's hiring policy and their pricing policies. The case study would contain a detailed description of how Boston CORE ascertained the number of Negro employees in the stores, how they estimated the percentage of Negro business done by the chain, how they ascertained the chain's prices as compared with other supermarkets, how they organized in the community to alert it to the problem, what kinds of negotiations took place, and what results were gained.

The second part of the bulletin would be an action-oriented digest of current literature. There is a great deal of writing being done, both published and unpublished, which people in local action groups never see, and which could be useful to them if it was made available. For example, Richard Cloward's articles in "The Nation" regarding the assault on the welfare system as well as his paper on the "Welfare Crisis Strategy" contain serious action sequences for local groups. It would be the intent of the second section of the bulletin to digest such proposals with emphasis on their action consequences.

The third part of the bulletin would relate to government programs, publications, and news releases. A great deal of information is put out by the government which could be of use to local action groups if they knew about or had access to it. It would be the purpose of this section of the bulletin to digest various government publications, again with the emphasis on the action consequences. Also, there would be some brief notation of the availability of pertinent government material. Whether in addition the bulletin would also provide information about obtaining government assistance and funds is presently a matter which I have not decided upon, but my inclination is not to do either.

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The fourth and most difficult part of the bulletin would be an effort to provide some feedback from the local groups. In particular, the exact nature of this section would have to depend on what is of the greatest interest to the local groups (as indeed will the entire bulletin). This section might take the form of brief news roundups but it ought not seek to be the oft-talked about national civil rights newspaper.

The fifth and final section of the bulletin would contain some effort to move the action descriptions beyond the level of individual projects and raise the question as to where one would go following the project. Essentially this would be a "think place" which would spin off from one of the case studies.

As to the format of the bulletin, the only firm decision I have made is that it ought not be dittoed or mimeographed. It ought to be done by some printed process -- most likely photo-offset or multilith in an attractive and simple format. While not in any sense being "written down" for its audience, the prose ought to be simple and straightforward. At some point one might want to consider such experimental formats such as slide tapes or programmed instructions.

A relevant criticism of the contents of the action bulletin is that it will be essentially eclectic, that it will describe action projects and not a coordinated program. It is my conviction that while these are accurate criticisms, on balance they must be rejected. Local groups, especially the diverse body to which we propose to send the bulletin, will hardly be amenable to some prepackaged vast idealogical program scheme of SEDF's or for that matter, of anyone else. While a series of actions do not a program make, an integrated function could be provided at the local level as opposed to a prepackaged national scheme, while at the same time a national "Action Bulletin" will of necessity have a point of view, will emphasize certain kinds of programs, will in the very nature of the material it selects to present, provide some direction and thrust for the groups.

Attached to this proposal is a monthly budget of approximately $1,500, and also attached is a dummy bulletin.

III. Social Welfare Program

As was mentioned above there is increased concern and attention being given by civil rights groups and local action groups to the broad range of social welfare problems. While there continues to remain important civil rights and race issues, social welfare issues intrude at all levels of concern and are an all encompassing factor in the lives of many Negroes. The social welfare system is one which by its very nature has become an organized

-more-

and systematized oppression of the very people it purports to serve. Based on this thesis the following legal and training proposals are made both to challenge the very fundamentals of the system as well as to seek amelioration for those mis-served by the system. I will propose three different programs. First, a legal "test case" program, second, a training program for leaders of local action groups, and third, a legal intern program.

The "legal test case" program is designed to challenge the basic operational principles of the social welfare system. Such matters as residency laws, relative responsibility regulations, unannounced raids to determine thepresence of males in the household, etc. are according to the best students, unconstitutional infringements upon the rights of the poor. We propose that SEDF hire a lawyer under the direction of Carl Rachlin who will spend his entire time developing, trying, and ultimately appealing cases that challenge the constitutionality of the welfare program. This program would be a "test case" program with the avowed intention of striking down these oppressive policies of the welfare system. A consistent and hard decision would have to be made that this lawyer would not provide servicing for people having individual grievances against the welfare system, but only take cases that offer the opportunity to raise fundamental constitutional issues. It is proposed that this program begin in July, although it can actually begin at almost any point in time. The attached budget provides approximately $1,000 per month to this program.

Naturally, the information program described above and the training and intern program discussed below will provide access for the test case lawyer to cases in the field. The Training Program is essentially a development of the present program being run by Ronnie Moore. However, this program as presently proposed is also highly integrated with the legal intern program. We propose that SEDF run a training program servicing approximately thirty membrrs of local action groups in each of three cities. These people would be brought together for two weekends in the first month of the program for intensive training and would then meet again for one weekend every third month. The main thrust of the training would be around the issues concerning the welfare program and consumer action. The essential concern would be to train members of local action groups to become "legal advocates" versus the welfare system. The people would be trained in the regulations and administrative procedures of the welfare system so that they could make effective challenge against misapplication of the system's own rules. In addition they would be trained in various areas of consumer action and education. It is my conviction that these two areas, which offer opportunities for direct money gains for the poeple to be served, offer a critical area for community organization and community action which have largely been neglected in the past, primarily because of the ignorance of local action

- more -

groups in the intracacies of the welfare system. As will be seen below, these local action group trainees will be closely related to the local interns. The trainees would be staff members or active volunteer members from local action groups, both those affiliated with national organizations and autonomous local groups. As was true for the information service program, SEDF would provide this training service to the local action groups on a non-cost basis without the local groups having any obligations back to SEDF. SEDF's "pay-off" would be in the provision of this training function, in the anticipated increase in the amount and success of local action projects, and in the description for relevant purposes of the activities of these trainees as a part of the national SEDF program. I would think that there are opportunities for this program to be funded outside of the regular SEDF budget. OEO has funded a number of programs at least vaguely similar to the one described above (I have particular reference to New Haven's Dixwell Legal Association program). In addition to OEO, I understand the Ford Foundation is interested in this type of program. SEDF may also want to contact the smaller foundations for their support. A budget for this program of approximately $2,000 per month for the first three months, and then a stabilized budget for approximately $1,300 per month is appended.

It is clear that the normal teaching techniques would be inappropriate in the training of these people. Much can be learned from the type of training program run by such people as Frank Riessman and others with experience in the training of non-professionals. An important preliminary to the training is the preparation of the state by state welfare law and regulation handbooks that I understand Ed Sparer is undertaking for the spring legal conference. In addition much work will need to be done in the development of "case studies" for training. No doubt, some of the "cases" described in the first section of the "Action Bulletin" can be developed and applied to the training of these persons. Some persons have suggested that we include among the trainees people who come from local action groups but who are presently working for local anti-poverty agencies. If so, we might want to develop a "Guidebook for the Coopted." Much thought will also have to be given to "on job" training opportunities. Exactly how these will be developed will at least in part be a function of the precise nature of the relationship between these trainees and the lawyer intern in the city.

The legal intern program is an integral part of the welfare trainee program. It is proposed that in each of the three cities where SEDF trains local action people, it also retain on adequate monthly retainer a young lawyer. This lawyer would provide general advice and be a referral source for people with whom the trainees are working. Dependent upon whether it was felt necessary to provide approximately one-third or two-thirds of a young lawyer's anticipated yearly income (estimated at $6,500 per year) the cost of this program, including a small allocation for supervision by Carl Rachlin, would either be $700 per month or $1,300 per month. A monthly budget is appended.

IV. Program Development

It is proposed that each of the four above programs (information service, legal test, training, lawyer interns) would be launched by a director of a new SEDF Program Department, in appropriate conjunction with Ronnie Moore for training and Carl Rachlin for legal programs. Assuming the successful launching of these programs and their attaining at least a modicum of independent viability, it is further suggested that the program director be relieved of direct administrative responsibility for these programs approximately five months after the initial launching. As the appended budgets indicate, these four programs would then be administered separately while the program director would then turn his attention to further program analysis and development. He also would maintain general supervisory responsibility for the programs which he had launched. A monthly budget of approximately $1,400 for this program development phase is appended.

* * *

The above proposals amounting to a first five month cost of approximately $15,000 and a first year cost of approximately $55,000 are ambitious, and challenging and chart new ground for SEDF. It is my conviction that SEDF must undertake program such as those described above or others which will thrust it more directly into the front lines and more specifically into the northern ghettos. This is not to say that SEDF is to become yet another civil rights group. Their number is already significantly large. SEDF's unique and particular contribution must be in the provision of creative and ambitious supportive services to front-line groups and individuals. It has been well if simply said, "That he who climbs no mountains never falls." It is time for SEDF to challenge some of those mountains.

March 24, 1966

Mr. Donald Martin
Educational Director
United Housing Foundation
465 Grand Street
New York, New York

Dear Mr. Martin:

I am aware of the many activities which the United Housing Foundation has undertaken regarding services for moderate and low income persons.

I would appreciate receiving any printed material which you may have in the area of consumer action, consumer education, or consumer services.

If there are any costs, please bill us.

Sincerely,

Alan Gartner
Program Director

AG:hm

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Draft- 3/~~18~~/66

TO: Marvin Rich

FROM: Alan Gartner

Re: Program Proposals for SEDF.

I. A General Comment on SEDF Program.

For some time SEDF has seen itself as essentially a service program for CORE, as well as carrying on a number of related programs such as the scholarship program. A characteristic of most of these programs has been their lack of direct contact with the people in the field; to some extent this has been altered with Ronnie Moore's training program. Also a characteristic of most of these programs has been their predominant concern with the South; again, the training program offers some entry into the North.

SEDF faces a new situation at the present time. This new situation is essentially produced by a general change in the thrust and direction of the civil rights movement, as well as more particular changes in CORE. I believe that the response of SEDF, as I understand it, to this altered situation has been a positive one, and offers the hope for a viable and growing SEDF program.

It seems to me that the most important area for SEDF to become involved ~~[illegible]~~ is at The nexus of civil rights and social welfare concerns. While many have argued for an increased concern on the part of the civil rights movement in these issues which "go beyond" race, their program has generally been of such high-flown and grand proportions as to exclude from participation the very people that the civil rights movement mobilized. It seems to me most essential that any new or further thrust of the enlarged "movement" must continue to concern itself and to work with the people in the street.

For SEDF to become engaged in this program there are a number of potential models. (1) CORE staff model where SEDF adds field staff to its payroll; (2) A model provided by the recently funded NCEY program whereby they added staff to their payroll and then provided them for the use of civil rights groups; and (3) the addition of staff members to the central agency who will provide services to the local action groups. The first alternative appears to be particularly ill-suited to SEDF's present program and resources, as well as foundering on the complication of the relationship of these field secretaries to CORE's field secretaries. Some combination of the second and third models seems to be desirable and we will develop them in the following pages.

II. Information Program.

It is clear that the national thrust of the civil rights movement has been, if not weakened, at the very least seriously diverted. This comment while true is, I believe, more appropriate to the large national organizations than to indigenous local action groups. ~~From my limited vantage point it seems to me that~~ Local action groups continue to be very active in many communities. However, these groups are handicapped by at least two serious shortcomings. First, the lack of trained leadership, especially on the ~~xx~~secondary and tertiary levels (we will discuss the aspects of training under ~~Roman number~~ III. below).

The second and related shortcoming is the lack of concrete program technology. By program technology I mean that information and those techniques which are necessary to carry on a successful action program. Local action groups have the desire to work but are ~~surely~~ faced with many serious and unsolved problems. What they need is "how to do it" information. Autonomous local action groups are severely restricted in their access to information of all sorts which related to their problems and which could be useful in their work; if CORE provides any example, local groups affiliated with national organizations have precious little more information. Another serious handicap to autonomous local groups is their sense of being alone and isolated.

Much ~~of the above analysis as well as much~~ in ~~of~~ the following proposals ~~are~~ ~~strikingly~~ is apparently similar to the ideas put forth by the Citizens Crusade Against Proverty (CCAP). Perhaps before we go any further it would be relevant to describe the CCAP program and then to indicate how this proposal differs. CCAP is essentially a federation of national groups which is attempting to develop a network of grass roots organizations more or less loosely affiliated with it. They plan a massive training program (I understand they are seeking approximately $5,000,000 from the Ford Foundation for it) and having trained about 1,000 people in resident training institutes, they then intend to hire a significant portion (about 300) of them and return them to work in local communities. In addition they are seeking to establish communications with as many local action groups as possible -- they claim to have present contact with some 3,000 local action groups and intend to be in touch with as many as 15,000 groups within a year or so. In the words of one of their officials the purpose of contacts with local groups is communications, getting information out on government programs and ~~provide~~ private group activities, liaison between groups as a means of identifying leaders and potential trainees, to build ~~collution~~ coalitions on a local, regional and national level, and to establish an ~~independent~~ ~~magazine~~ intelligence mechanism for reports ~~on~~ to central headquarters ~~and~~ on local activities. This is a very grand and ambitious program and its scope has the appearance of blanketing the waterfront. I believe, however, that there are important areas of information disbursement and communications which remain untouched by this CCAP program. It is important to note that the prime concern, as I understand it, of the CCAP network of local action groups is to organize and focus these groups on issues of national concern such as federal legislation regarding the poverty program, administrative rulings regarding such matters as "maximum feasible participation of the poor", etc. The focus then is on matters of national concern with information going out from Washington and pressure being organized to focus back on government institutions. As an aside, I would recommend that SEDF join CCAP as a means of being aware of their activities, sharing in their resources, and perhaps influencing their direction.

The proposal which I make here is both different and more limited than the CCAP program. I propose that SEDF establish an "Action Bulletin". This bulletin which would be sent on a monthly non-cost basis to local action groups, both those affiliated with national organizations and those that are not, would emphasize the "how to do it" aspects of local action programs. I am convinced that the great bulk of problems faced by local action groups in the North and the West have a high degree of similarity and ~~that~~ ~~[illegible]~~, therefore, successful action projects in one community can with appropriate adjustments by replicated in other communities. insert

Seattle

This service would be provided by SEDF without any obligation in return from the local action groups. These groups would not pay SEDF, ~~groups,~~ they would not be obliged to credit in any way with SEDF for their activities, and SEDF would seek to exert no discipline over them. The "pay-off" for SEDF would come in the ~~preparation~~ Provision of this service to the local action groups and the description for relevant purposes of these contacts with local action groups as part of the national SEDF program.

The development of a list of local action groups can be undertaken in several ways. (1) seeking to obtain from national civil rights organizations a list of their chapters and branches, (2) making contact with state and federal offices which work with local action groups, viz. state Human Relations ~~programs,~~ Commissions, Community ~~service~~ Relations ~~program~~ mediators, etc., (3) through a careful reading of the Negro press which will provide the names of local action groups as well as some indication of their activities, and (4) the development of a system of "spotters" in various states around the country will be enlisted to alert SEDF about the existence of local action groups.

The bulletin would consist of five parts. First, and most important, would be the "case study" description of local action projects. These descriptions would be in sufficient detail so as to allow the groups reading them to replicate the project without any further contact either with SEDF or the group whose project is being described. While no final decision has been made as to the format of this section, I would presently propose that each case study begin with a brief description of the problem, which would allow the reading groups to ascertain whether they are "interested" in that problem, and that each case study ~~will~~ contain a notation of how one might contact the group whose project is being described. The case studies would emphasize the concrete detail of how to put the project on, with such matters as what kinds of information was studied and how it was gathered and evaluated, what negotiation, ~~integration,~~ if any, techniques, were used, what alliances or coalitions were sought, what direct action or pressure techniques, if any, were used. In each instance emphasis would be on the concrete, the detailed, the precise, the actual behaviour. To steal the title of a successful book, this would be the "Manual for Direct Action" at the "nitty-gritty" level. I would like to see four to six such case studies in each monthly bulletin.

An example of such a case study would be the ~~a~~ description of the project Boston CORE carried on against a local supermarket chain.

This involved an attack on the chain's hiring policy, and their pricing policies. The case study would contain a detailed description of how Boston CORE ascertained the number of Negro employees in the stores, how they estimated the percentage of Negro business done by the chain, how they ascertained ~~the comparative cost sheet of~~ the chain's prices as compared with ~~thmixxx~~ other supermarkets, how they organized in the community to alert it to the problem, what kinds of negotiations took place, and what results were gained.

The second part of the bulletin would be an action-oriented digest of current literature. There is a great deal of writing being done, both published and unpublished, which people in local action groups never see, and which could be useful to them if it was made available. For example, Richard Cloward's articles in "The Nation" regarding the assault on the welfare system as well as ~~the~~ his paper on the "Welfare Crisis Strategy" contain serious action ~~concerns~~/consequences for local groups. It would be the intent of the second section of the bulletin to digest such ~~private~~ proposals with ~~their~~ emphasis on their action consequences.

The third part of the bulletin would relate to government programs, publications, and news releases. A great deal of information is put out by the government which could be of use to local action groups if they knew about or had access to it. It would be the purpose of this section of the bulletin to digest various government publications, again with the emphasis on the action consequences. Also, there would be some brief notation of the availability of pertinent government material. Whether in addition the bulletin would also provide information about ~~seeking~~ obtaining government assistance and funds is presently a matter which I have not decided upon, but my inclination is not to do either.

The fourth and most difficult part of the bulletin would be an effort to provide some feedback from the local groups. In particular, the exact nature of this section would have to depend on what is of the ~~largest~~ greatest interest to the local groups (as indeed will the entire bulletin). This section might take the form of brief news roundups but it ought not seek to be the oft-talked about national civil rights newspaper.

The fifth and final section of the bulletin would contain some effort to move the action descriptions beyond the level of individual projects and raise the question as to where one would go following the project. Essentially this would be a "think piece" which would spin off from one of the case studies.

As to the format of the bulletin, the only firm decision I have made is that it ought not be dittoed or mimeographed. It ought to be done by some printed process -- most likely photo-offset or multilith in an attractive and simple format. While not in any sense being "written down" for its audience, the prose ought to be simple and straightforward. At some point one might want to consider such experimental formats such as slide tapes or programmed instructions.

The relevant criticism of the contents of the action bulletin is that it will be essentially eclectic, that it will describe action projects and not a coordinated program. It is my conviction that while these are accurate criticisms, on balance they must be rejected. Local groups, especially the diverse body to which we propose to send the bulletin, will hardly be amenable to some prepackaged idealogical [illegible] vast program scheme of SEDF's or for that matter, of anyone else. While a series of actions do not a program make, an integrated function could be ~~preven~~ provided at the local level as opposed to a prepackaged national scheme, while at the same time a national ~~information~~ "Action Bulletin" will of necessity have a point of view, will emphasize certain kinds of programs, will in the very nature of the material it selects to present, provide some direction and thrust for the groups.

Attached to this proposal is a monthly budget of approximately $1500, and also attached is a dummy bulletin.

III. Social Welfare Program.

As was mentioned above there is increased concern and attention being given by civil rights groups and local action groups to the broad range of social welfare problems. While there continues to remain important civil rights and race issues, social welfare issues intrude at all levels of concern and are an all encompassing factor in the lives of many Negroes. The social welfare system is one which by its very nature has become an organized and systematized oppression of the very people it purports to serve. Based on this thesis the following legal and training proposals are made both to challenge the very fundamentals of the system as well as to seek amelioration for those mis-served by the system. I will propose three different programs. First, a legal "test case" program, second, a training program for leaders of local action groups, and third, a ~~local~~ legal intern program.

The "legal test case" program is designed to challenge the basic operational principles of the social welfare system. Such matters as residency laws, relative responsibilityregulations, unannounced raids to determine the presence of males in the household, etc. are according to the best students, unconstitutional infringements upon the rights of the poor. We propose that SEDF hire a lawyer under the directdon of Carl Rachlin who will spend his entire time developing, trying, and ultimately appealing cases that challenge the constitutionality of the welfare program. This program would be a "test case"program with the avowed intention of striking down these oppressive policies of the welfare system. A consistent and hard decision would have to be made that this lawyer would not provide servicing for people having individual grievances against the welfare system, but only take cases that offer the opportunity to raise fundamental constitutional issues. It is proposed that this program begin in July, although it can actually begin at almost any point in time. The attached budget provides approximately $1,000 per month to this program.

Naturally, the information program described above and the training and intern program discussed below will provide access for the test case lawyer to cases in the field. The Training Program is essentially a ~~spin-off~~ development of the present program being run by Ronnie Moore. However, this program as presently proposed is also highly integrated with the legal intern program; ~~it could be restructured if that is desribable, to be independent of such~~ a ~~program.~~ We propose that SEDF run a training program servicing approximately thirty members of local action groups in eahh of three cities. These people would be brought together for two weekends in the first month of the program for intensive training and would then meet again for one weekend every thrid month. The main thrust of the training would be around the issues concerning the welfare program and consumer action. x~~Essentially~~, The essential concern would be to train members of local action groups to become "legal advocates" versus the welfare system. The people would be trained in the regulations and administrative procedures of the welfare system so that they could make effective challenge against misapplication of the system's own rules. In addition they would be trained in various areas of consumer action and education. It is my conviction that these two areas, which offer opportunities for direct money gains for the people to be served, offer a critical area for community organization and community action which have largely been neglected in the past, primarily because of the ignorance of local action groups in the intracacies of the welfare system. As will be seen below, these local action group trainees will be closely related to the local interns. The traineess would be staff members or active volunteer members from local action groups, both those affiliated with national organizations and autonomous local groups. As was true for The information service program, SEDF would provide this training service to the local action groups on a non-cost basis without the local groups having any obligations back to SEDF. SEDF's "pay-off" would be in the provision of this training function, in the anticipated increase in the amount and success of local action projects, and in the description for relevant purposes of the activities of these trainees as a part of the national SEDF program. I would think that there are opportunities for this program to be funded outside of the regular SEDF budget. OEO has funded a number of programs at least vaguely similar to the one described above (I have particular reference to New Haven's Dixwell Legal Association program). In addition to OEO, I understand the Ford Foundation is interested in this type of program. SEDF may also want to contact the smaller foundations for their support. A budget for this program of approximately $2,000 per month for the the first three months, and then a stabilized budget for approxmiately $1,300 per month is appended.

¶ It is clear that the normal teaching techniques would be inappropriate in the training of these people. Much can be learned from the type of training program run by such people as Frank Riessman and others with experience in the training of non-professionals. An important preliminary to the training is the preparation of the state by state welfare law and regulation handbooks that I understand Ed Sparer is undertaking for the spring ~~legla~~ conference. In addition ~~m~~ much work will need to be done in the development of "case studies" for training. No doubt, some of the "cases" described in the first section of the "Action Bulletin" can be developed and applied to the training of these persons. Some persons have suggested that we include among the trainees people who come from local action groups but who are presently working for local anti-poverty agencies. If so, we might want to develop a "Guidebook for the Coopted." Much thought will also have to be given to "on job" training opportunities. Exactly how these will be developed will at least in part be a function of the precise nature of the relationship between these trainees and the lawyer intern in the city.

The legal intern program is an integral part of the welfare trainee program. It is proposed that in each of the three cities where SEDF trains local action people, it also retain on ~~ample~~ adequate monthly retainer a young lawyer. This lawyer would provide general advice and be a referral source for people with whom the trainees are working. Dependent upon whether it was felt necessary to provide approximately one-third or two-thirds of a young lawyer's anticipated yearly income (estimated at $6,500 per year) the cost of this program, including a small allocation for supervision by Carl Rachlin, would either be $700 per month or $1,300 per month. A monthly budget is appended.

Program Development

IV. - It is proposed that each of the four above programs (information service, legal test, training, lawyer interns) would be launched by a director of ~~the~~ a new SEDF Program Department, in appropriate conjunction with Ronnie Moore for training and Carl Rachlin for legal programs. Assuming the successful lauching of these programs and their attaining at least a modicum of independent viability, it is further suggested that the program director be relieved of direct administrative responsibility for these programs approximately five months after the initial lauhching. As the appended budgets indicate, these four programs would then be administered separately while the program director would then turn his attention to further program analysis and development. He also would maintain general supervisory responsibility for the programs which he had launched. A monthly budget of approximately $1,400 for this program development phase is appended.

* *

The above proposals amounting to a first five month cost of approximately $15,000 and a first year cost of approximately $55,000 are ambitious, and challenging and chart new ground for SEDF. It is my conviction that SEDF must undertake program such as those described above or others which will thrust it more directly into the ~~fmmk~~ front lines and more specifically into the northern ghettos. This is not to say that SEDF is to become yet another civil rights ~~organization~~ group. Their number is already significantly large. SEDF's unique and particular contribution must be in ~~a~~ The provision of creative and ambitious supportive services to front-line groups and individuals. It has been well if simply said, "That he who climbs no mountains never falls." It is time for SEDF to challenge some of those mountains.

CASE No. 1 PART I

PROBLEM

Overpriced food in ghetto markets. Failure to hire Negroes equal to their expenditures in these stores. Failure to provide services to customers.

PLACE

Boston's Roxbury ghetto. Approximately 80,000 Negroes, about 10% of the city's population.

GROUP

Boston CORE
373 Blue Hill Avenue
Boston, Massachusetts
(617) HI 5-9458
Frank Miranda, Jr., Employment Chairman

ACTION PROJECT

The project was born out of observation by CORE members, the bulk of whom live in Roxbury, that Blairs Foodland (a two store chain with both stores in Roxbury) had few Negro employees, especially above the "bag boy" level. CORE members counted the number of total employees, broken down by race and apparent job category at several different times during the day and during the week at each Blairs store. At later negotiation sessions these figures were offered to and confirmed by the Blairs management as essentially correct.

An earlier study by the CORE chapter of comparative prices at chains with stores within the ghetto and outside (which showed slight but not significantly higher prices at the ghetto stores led the chapter to do a survey comparing prices at Blairs' stores and two other supermarkets within the ghetto. A list of approximately 300 food staples was drawn up and on the same day investigators checked the prices at Blairs' two stores and two other chain stores. A sample of the survey sheet looked as follows:

	Blairs Store #1	Blairs Store #2	Bradlees	A&P
Del Monte Peaches 1 lb. can				
Gold Medal Flour 3 lb. bag				
Grade A Eggs 1 dozen				

It is crucial that the survey take place on the same day and that the people are sure to get the price for the exact item on the list. It was decided in Boston not to include fruit, vegetables and meat prices because of the problem of varying quality.

With the information on the low employment of Negroes and the higher prices at Blairs, the CORE members talked informally with community people about Blairs. They learned that Blairs charged customers for cashing checks--normally not done by other markets--and a particular burden for people with welfare checks. Also, they learned that Blairs regularly raised their prices on the first and 15th of each month, thus catching people shopping with their bi-monthly welfare checks. Finally, CORE members counted the number of Negro and white customers at Blairs--selecting one hour periods at various times of the day and week. The large windows at the front of supermarkets, where the check-out counters are located, permitted this to be done from outside of the store.

An effort at this point to negotiate with Blairs was turned down. The CORE chapter then decided to take the matter to the community. A series of rallies were called, leaflets were distributed . --using the comparative price charts and the listing by race of the employees at Blairs in the various job categories. Next small cards were made up which had printed on them, "We have spent our money here and we observed the number of Negro employees. We will shop only where we can work." These cards were handed out to people going into Blairs who were asked to leave them at the checkout counter, while at the same time an "information" picket line marched in front of the stores. Also, a sound truck toured the streets telling people the same story.

After two Saturdays of this activity, Blairs indicated that they wanted to negotiate. The results were that Blairs agreed to:

1) Give first preference at all job levels to people in the Roxbury community so that their work force came to equal the 80% Negro customers at the store;

2) Stop describing themselves as a "discount" store;

3) Review their prices and reduce them;

4) Stop charging customers for check cashing;

5) End price raises coordinated on the first and 15th of the month;

6) Accept responsibility for support of community projects.

This last item needs a bit of an explanation. What Blairs agreed to do was itself contribute to community identified projects--to the approximate total of 10% of its income. Also, they agreed to bring together other area businessmen to do likewise. In addition, they agreed to join in community activities, such as support of political candidates, "clean-up" drives, support of actions designed to increase city services for Roxbury, etc.

CASE No. 2

PROBLEM Failure of the city to provide surplus food for welfare and low-income persons.

PLACE Boston

GROUP An informal group of people on welfare, who later became organized as Mothers for Adequate Welfare, (MAW).

Contact Doris Bland
MAW
48 Rutland Street
Boston, Massachusetts

ACTION PROJECT The Federal Government will provide to any local government food for needy families. In Boston, the Welfare Department had failed to establish such a program.

A group of mothers on welfare learned of this program and urged the mayor to establish it in Boston. He refused to do so, claiming that the city did not have the money to run such a program. (Where cities cannot actually afford to set up such programs, the federal Office of Economic Opportunity can provide the necessary funds.) The mothers collected over 500 names of people on welfare urging the city to set up this program. They made their contacts through their friends and with the help of groups such as CORE, NSM, and several local groups and settlement houses. They presented their petition to the mayor and accompanied it with a press release put out by the local CORE chapter.

The mayor agreed to set up such a program but after a couple of months nothing had been done. When questioned about this, the mayor said it was in the hands of the city's Welfare Department. A group of mothers and their children went to the Welfare Department and demanded to see the Commissioner of Welfare. When he refused, they began a "sit-in" and called the news media.

After "sitting-in" for over five hours the Commissioner saw them and as a result of pressure from the Governor's Office (in each state it is the state which has the ultimate responsibility for welfare programs and this is a good point to bring pressure on local welfare programs) agreed to set up the program.

The first local distribution center was set up a month later. The welfare mothers tried to get the Welfare Department to hire unemployed men to fix the stores and to run the distribution facilities but they failed. This angle offers a good chance to challenge the local anti-poverty programs. Also important is the establishment of these food distribution centers on a neighborhood basis.

PART II

Written by the former program director of Mobilization for Youth, the first of these two articles offers an attack on the welfare system and a criticism of the ombundsmen proposal as a solution. The second article offers concrete proposals for an attack on the welfare system. First the bringing of court cases to challenge the constitutionality of such things as "residency" laws" "relative responsibility" rules, "suitable home environment" regulations. The authors argue that all of these are unconstitutional.

Next they urge the training of non-professionals, especially people themselves on welfare, to become "advocates" against the welfare system. These people would be trained in the rules and regulations of the welfare system and so could offer effective challenge to the improper rulings of the welfare system. Along with this training program would be an information program to inform people of their rights and a legal aide program. On an informal basis, at least, this could be done by local action groups themselves.

Cloward & Elam, "Poverty, Injustice and The Welfare System," The Nation, February 28 and March 7, 1966. The Nation is published at , single issues cost 35¢ and a year's subscription $.

* * *

Very interesting census data comparing 84 cities is included in an article "A Profile of American Cities" in the March/April issue of Trans-Action. This new periodical cost a copy and $ for a year's subscription, is available at

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* * *

A case history of a community organization project in Atlanta, offers lessons and ideas for work in any city slum. The report describes the initial entry to the community, the first action projects, molding the group. Most important is the evaluation of the work and a criticism of their activities. A helpful bibliography is included. The report titled "A City Slum - Poor People and Problems", is available free from the Southern Regional Council, Five Forsyth Street, Atlanta, Georgia.

* * *

PART II

A handbook for tenants and tenant organizations has been prepared by a New York City group of city planners and community groups. While the details will naturally apply only to New York, the idea, form and proposals may be of interest to many other cities. Copies, which are free, can be obtained from ARCH, Architects' Renewal Committee in Harlem, 306 Lenox Avenue, New York, New York.

PART III

A description of one of the first and most active local anti-poverty programs, this article not only describes MFY's program but raises important questions as to its organization, policies and practices. These questions and their answers offer good examples for examination of other local anti-poverty agencies.

Alsworth and Buttau, "Mobilization for Youth: A Prototype," Urban Education, 1,2. Winter, 1965. This periodical, put out by the Chicago Teachers for Integrated Education, ___________, Chicago, Illinois, is the best source of information about school integration activities in the north. A yearly subscription is $ and a single issue can be ordered for $.

* * *

Local groups seeking information on their cities anti-poverty program have a new and effective tool. On March 23, Sargent Shriver, head of the Office of Economic Opportunity, ordered all local anti-poverty agencies to:

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2) Hold public hearings within 30 days after "any person or group" in the community asks for such a meeting. The request may be denied only if three-quarters of the local governing board vote that is is "frivilous" or "repetitive." These hearings should be held at "neighborhood locations" where the poor live, and public notices are to be given to newspapers and radio stations about the hearings.

PART IV

There are more government programs going than any one can keep track of. A comprehensive guide has been prepared by The Office of Econmmic Opportunity, with a very helpful index which allows you quickly to learn of all available programs which effect certain program areas -- human needs, human skills, social environment, etc.; certain program categories--job opportunity, community facilities, citizenship training, etc.; certain age groups--children, family heads, the aged, etc. The title is "Catalog of Federal Programs for Individual and Community Improvement: A Description of Governmental Programs to Help Individuals and Communities Meet Their Own Goals for Economic and Social Development." It can be obtained from the Information Center, Office of Economic Opportunity, 1200 19th Street, N.W., Washington, D. C. It is free.

This book will be extremely useful for all local action groups who are interested in developing their own programs for governmental funding or who want to check if the local agencies are doing their job.

Rehab ~~Title~~ Part II

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SCHOLARSHIP,
EDUCATION AND
DEFENSE
FUND FOR
RACIAL EQUALITY inc.
150 NASSAU STREET
NEW YORK, N.Y. 10038
TELEPHONE 964-8210

STATEMENT OF PURPOSE

The Civil Rights Movement is now faced with the challenge of training existing local leaders and developing new ones in community groups to continue along the road from right to reality which began with the sit-in movement of the early sixties.

Leaders on the local level now need the knowledge, skills and attitudes to implement existing legislation, to enter the recently opened doors of social, economic and political opportunity and to rally, motivate, and educate members of their organizations as to the opportunities and needs of our present times.

This challenge has been called "Phase II of the Movement" because of its broad programmatic scope.

The Movement must not only deal with mobilization of the masses as it has done in the past, but now it must concern itself with community organization centered around "felt needs" and "bread and butter" issues. This job is too big for all the national groups put together to do. The challenge is obvious. We must train, advise and develop local leadership.

Building local organizations is essential; developing secondary leadership is imperative. SEDFRE is dedicating itself to the servicing of local

Contributions are deductible for income tax purposes

■ *president;* Andrew E. Norman ■ *vice presidents;* William S. Ellis, Nannette Sachs ■ *secretary;* Ezra Levin ■ *treasurer;* Shelley Appleton ■ *executive director;* Marvin Rich ■ *leadership development director;* Ronnie M. Moore ■ *legal director;* Carl Rachlin ■ *BOARD OF DIRECTORS;* Nils R. Douglas, *chairman* ■ John P. Allison ■ Robert Ausnit ■ James Baldwin ■ Katrina McCormick Barnes ■ Canon James P. Breeden ■ Dr. Kenneth B. Clark ■ Robert Curvin ■ Charlotte Devree ■ Robert F. Drinan, S. J. ■ John Henry Faulk ■ Michael O. Finkelstein ■ Doris Freedman ■ Dr. Edward L. Gibson ■ James T. Harris ■ Claude Heckscher ■ Norman Hill ■ Clarence B. Jones ■ Dr. Archie Lacey ■ Joann List Levinson ■ Henry Morgenthau, III ■ Dr. William Stuart Nelson ■ Richard J. Schwartz ■ Elaine Slater ■ Norman Thomas ■ Rowland Watts ■ Pearl L. Willen

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groups through its leadership development program.

There are thousands of local groups in the country desiring training geared toward doing the following:

1. Understanding and defining the problems facing the community.
2. Analyzing immediate and long-range goals of the community.
3. Coordination of activities of local groups toward achieving these goals.
4. Relating the ills of the community to the broader problems of our society as a whole.
5. Providing information on civil rights legislation federal, local and state economic problems.
6. Development of work skills in the areas of community organization and the development of a better understanding of group dynamics.
7. Developing sensitivity towards its members, other community groups and the various community needs and issues.
8. A development of attitudes which are essential to bring about maximum community involvement.
9. An introduction to, and an exploration of current ideas in the civil rights movement.
10. Defining working relationships with both public and private institutions designed to bring about social change.

Our seminar today is entitled "Citizen Education". Our primary goal will be to strengthen your techniques and we feel you will be successful in your forthcoming constitutional convention elections.

Good luck, we hope you will enjoy your seminar.

CORE Scholarship, Education and Defense Fund -- Purpose and Program

Eleanor Roosevelt Scholarships (1964-65 fiscal year budget: $40,000)

Scholarship grants, up to $1,500 per year, are awarded to young leaders and potential leaders, regardless of race, whose need for assistance arises from or is related to their action in the cause of civil rights. Some of our twenty-eight present recipients (six of them in law schools) have been expelled from public institutions near their homes because they dared to take democracy seriously. Some, white as well as Negro, need financial aid to carry out their courageous resolve to integrate previously segregated institutions. Some, as a result of their civil rights work experience, have raised their educational sights beyond their or their families' financial capacity. All recognize the importance of higher education to themselves and to the movement to which they have dedicated themselves.

Eleanor Roosevelt Scholars must be persons of proven capability and integrity and must be accepted by an accredited college or graduate school. An important, and unique, feature of these scholarships is that they give a chance not only to brilliant scholars, whom so many are eager to aid, but to students of average academic standing. These are students of special talents and capacities, not always reflected in their grades because of previous inferior, segregated schooling.

Because Eleanor Roosevelt Scholars are chosen with great care in accordance with exacting standards, this program could not be expanded without limit. The need, however, greatly exceeds our present financial resources.

Legal Defense and Service (1964-65 budget: $49,500)

Test cases in the U. S. Supreme Court make headlines -- and history. But the most critical unmet need of the civil rights movement today is for lawyers at the scene of action. Legal advice before action takes place can often avert disastrous consequences and make the action more effective. Local citizens and civil rights workers often languish for weeks, even months, in filthy, crowded jails, regardless of established law and Supreme Court precedents, because there are no lawyers available to take their cases.

CORE Scholarship, Education and Defense Fund now has eight lawyers on salary or retainer in Louisiana, Mississippi, northern Florida, and North Carolina. A ninth works in New York City coordinating, and thus making possible, the efforts of many volunteer attorneys. A number of other lawyers cooperate by writing briefs and traveling to the South to handle civil rights matters for SEDF on a case-by-case basis.

The need for on-the-spot legal services is immense and is not abating. SEDF has only been able to make a beginning on this crucial program.

Voter Education and Registration (1964-65 budget: $21,000)

Events in Alabama have focused the attention of the nation on the importance of and obstacles to registering Southern Negro voters. SEDF has gained considerable experience in this area, carrying out successful registration campaigns last year in Louisiana, north Florida and California. Currently, SEDF is sponsoring a Citizenship Education Project in South Carolina. A follow-up program is under way in north Florida (our placement of a young attorney in Tallahassee is making an important contribution to its success). Plans are being made for summer voter education programs in Louisiana and other Southern states.

There are often important side benefits from these voter projects. For example, in north Florida previously unknown community leaders emerged during the drive and community participation and spirit developed. Groups organized for voter registration moved effectively to take advantage of the Poverty Program and to cope with other community projects and needs.

Chaney-Goodman-Schwerner Memorial Community Center

(Revised budget in preparation)

In Meridian, Mississippi, a community center will be built to honor and carry on the work of the young men murdered last June -- James Chaney, Andrew Goodman, and Michael Schwerner. CORE SEDF is sponsoring the building and financing of this center; Jackie Robinson and Ralph Samuels head the fund-raising committee.

Before Michael Schwerner's death, he and his wife struggled to maintain a center in Meridian with few resources. The new facility will provide meeting and class rooms, a library, space for recreation, health services, vocational training and remedial education -- a place for all the community activities never before available to Negroes in Mississippi. This center will be the first of many which are planned to meet the growing demand for community facilities in underdeveloped areas of our South.

Community Development Fellowships ($500 per fellowship)

The past few summers -- and particularly the summer of 1964 -- have proven the value of field work in Southern Negro communities by qualified and dedicated college and university students. This year SEDF is inaugurating a program of fellowships for carefully selected students in education, agriculture, economics, political science, sociology, religion, public health, and other relevant areas of study, to enable them to broaden and deepen their understanding of their subjects by using their skills where they are most needed. Recipients of SEDF fellowship grants will work with national and local civil rights organizations. Emphasis will be on using these students to stimulate and train local leadership, so that projects initiated during the summer will be continued throughout the year.

Leadership Development Institute (1964-65 budget for planning: $4,500)

SEDF's board of directors has given this program top priority for the coming year. Plans are being laid for a continuing school with courses in community organization, group leadership, techniques of action and administration, and relevant aspects of economics, political science, history, social psychology, and civil, administrative, and criminal law. The institute will probably be established in the New York City area, with the hope that SEDF or other groups will be able to use it as a model for similar institutes elsewhere.

The young leaders and potential leaders constantly emerging in the civil rights movement and related community groups desperately need this kind of training. Experience is the only real teacher, but experience without preparation and without evaluation teaches little more than frustration.

Students in the leadership development institute will be outstanding young people already involved in civil rights and community action. Their studies will relate directly to their work, not remove them from it. The faculty will be made up of persons with solid experience in their subjects, teaching in the institute on a part-time but more or less permanent basis. Tentative planning is for three or four month sessions. The budget has not yet been fixed, but it will be limited to a minimal administrative staff, salaries sufficient to ensure that the best possible instructors are attracted and made to feel that their best efforts are demanded, necessary books and materials, and rent in case suitable quarters are not available free.

Other Programs (1964-65 budget: $23,700)

These include a highly successful agricultural field-education worker project in Mississippi, transferred to National Sharecroppers Fund March 1, 1965.

Administration (1964-65 budget: $13,250)

SEDF takes satisfaction in the fact that it has been able to manage substantial funds and vital programs with a very low overhead. The Fund utilizes a number of skilled volunteers, including its own board members, and avoids costly fund-raising and operating methods.

SEDF is pleased to announce that Marvin Rich accepted the position of Executive Director on April 1, 1965. Mr. Rich was a founder of the St. Louis Congress of Racial Equality in 1948, while a student at Washington University. He joined the staff of National CORE in 1959, after playing an important role in activating the St. Louis labor movement in behalf of civil rights and in planning for the voluntary desegregation of the St. Louis public schools. After nearly six years as one of the key leaders of CORE, operating recently under the deliberately modest title of Community Relations Director, he brings to SEDF knowledge of and experience in all aspects of the civil rights field, as well as proven administrative ability.

Financial Needs

To carry out the above programs for the present fiscal year (ending August 31, 1965) CORE SEDF needs to raise at least $30,000, plus additional funds for Community Development Fellowships. We must also have at least $20,000 on hand to begin the Leadership Development Institute.

4/1/65

MSS SEDFRE RICH, MARVIN - CORRESPONDENCE, 1956-1963
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Box 12
Folder 14

State Historical Society of Wisconsin

Please Retain Original Order

core CONGRESS OF RACIAL EQUALITY

A National Federation of local interracial groups working to abolish racial discrimination by direct, nonviolent methods.

513 West 166th Street LOrraine 8-8200 New York 32, New York

Sunday, July 22, 1956

Dear Marv,

Haven't heard from you on the memo I sent, and am naturally anxious to hear. Probably wrote while you were on vacation.

But let me hear as soon as you can. Reply to my home, 280 First Avenue, New York 9.

And let me know when you are coming to NYC. Mother is not with me this summer, and there is consequently room for you to sleep over here if you wish.

See you,

Jim

Jim Robinson

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Marion Oldham *Vice-Chairman*
Kay Fields *Secretary*
Lula Farmer *Treasurer*

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Herbert C. Kelman *Field Representative*
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James Peck *CORElator Editor*
James R. Robinson *Finance Secretary*

core CONGRESS OF RACIAL EQUALITY

A National Federation of local interracial groups working to abolish racial discrimination by direct, nonviolent methods.

513 West 166th Street   LOrraine 8-8200   New York 32, New York

July 28, 1956

Dear Marv,

Sorry you did not get the memo. Will summarize it below. But first, congratulations on your decision to get married in September and to move to New York.

About the apartment, why not write to Stuyvesant Town, 421 East 14th, New York 9 and inquire about a one-bedroom apartment (3½ rooms), the smallest type of apartment here. The apartments are very pleasant, the location is downtown, and the rental would be $76 to $85 including gas and electricity, cheaper than you are likely to get elsewhere unless you are willing to take a tenement (I liked my tenement at Mott Street, however). Also, you have a better chance to get in here if you write now; they seem to favor people coming in from out-of-town. Mention your veteran status, the trouble you had with your health (this factor got us in I think), your college work, your bank account or accounts or any other information to indicate you are a good financial risk. I suppose you will also have to mention your present employer although I am not sure this is a good idea until they ask you for the information. Also state the earliest date you could accept an apartment (if possible, be willing to accept it right away even though you could not move in right away... after acceptance and the assignment of an apartment, there is usually at least 10 days of redecorating, etc. to be done when old tenant leaves before you can get in... so you are not likely to have apartment much before you want it. If your wife to be is working and intends to continue, mention this. Also any bank accounts etc. she has. I have liked it here very much and I am sure you would too. One disadvantage: you have to buy rugs or carpets shortly after moving in; they require you to sign an agreement to do so as the floors are solid and otherwise noise goes through. Carpeting is essential in living room, but throw rugs would do in bedroom unless tenant beneath you complains about noise. Waitrend carpeting, made of part fiber and part material is a cheap material which can be used.

Be sure to let me know when you are coming to NYC. If you get here without writing, my number is ORegon 4-6250, but, if possible, let me know first: my life runs like a railroad schedule, with the result that I am not always at home when the phone rings.

Walter Hayes
Chairman

Marion Oldham
Vice-Chairman

Kay Fields
Secretary

Lula Farmer
Treasurer

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A National Federation of local interracial groups working to abolish racial discrimination by direct, nonviolent methods.

513 West 166th Street LOrraine 8-8200 New York 32, New York

In case you missed the enclosed pamphlet, I'm sending a copy. As you decide about your address, let CORE know so that you get all CORE mailings.

I cannot find a copy of the memo. It was confidential to You, Jim Peck, the Farmers and Bernice Fisher. The Convention authorized a second field worker and also authorized the Action Committee in New York to make interim decisions. At this point, we are increasingly concerned that Leroy Carter is not working out. He has a nice personality, but not too much conception of how to work on his own, and, unless he can produce some new groups, He may very possibly be released. In any case, we want someone else too.

At the Convention, we felt that we need at least two people in the field. One to organize new groups, especially in the Border States and Upper South; a second to experiment with the application of nonviolent direct action in the Deep South, possibly organizing groups which might or might not, probably not, be interracial.

However, there is a special situation in Miami, Florida. Located in the Deep South, it is yet full of Northerners. The NAACP even has a white secretary. A bus boycott was considered there, but dropped because; (1) there are two main groups in the Negro community, one under a ward-heeler politician, with the resultant split on methods; (2) many Negroes live in the far northwest of Miami and work on Miami Beach, with such a long bus trip that car pool operation would be difficult and walking out of the question (some travel 15 or 20 miles each way).

It occurred to me, however, that a boycott is not the only method of nonviolent direct action. Deliberately riding in the wrong sections of the buses would be even more dramatic, could be started by only a few hundreds of people, could be strengthened greatly by white participation (a distinct possibility in Miami).

To explore this possibility and possibilities in the South generally, CORE needs unusually well-qualified people. I immediately thought of you and Jim Farmer. He would be willing to attempt to get a leave of absence from his union (Bernice would be a good person to approach the union on this, he says). The team of the two of you would be ideal, especially in the Miami situation where unions, liberal groups, Catholic and Jewish groups, and some of the Negro churches would all be bases of organization.

(over)

Walter Hayes
Chairman

Marion Oldham
Vice-Chairman

Kay Fields
Secretary

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St. Louis 12, Mo.

James Peck

I realize, of course, that most contacts with these groups would not at first be productive, but some probably would.

By this time, you are probably wondering what the financial backing is for this dream. Surprisingly, there is one. CORE received over $11,000 in contributions the past year. We believe we can increase it to $15,000 this year. We now have in a reserve account slightly over $4,000 and about $2,000 in the operating account or $6,000 in all. Extensive mailings to other lists are planned.

Therefore, I think that CORE could offer something comparable to your present salaries plus minimum expense allowances for traveling.

Farmer would, apparently, want to work with CORE only a few months and then return ~~tot~~ to his union job. This would make it possible for you to continue on as field organizer, even if Carter is not released.

I realize your health has been a question to you. But this work could probably be done at your own speed. Also, of course, there is the problem of traveling right after getting married. However, although we keep Carter on the road most of the time, this is largely because he shows no facility for sitting in New York and writing letters, seeing people, etc. to set his trips up. If he did, his work would be less sloppy, he would waste less of his road time, and it might be feasible to spend a lot more time here.

We do not have an office of our own, but only borrowed space in the FOR office. So much of your New York work would probably be in your apartment. There is some possibility that we shall have to get an office. On this score, if I felt that our program was sufficiently heavy to require it, I would be willing to quit my job and work for CORE in the office, eventually getting to doing nothing but fund-raising (the only phase of CORE work that I think I can do better than anyone else).

I am convinced that CORE can have a big future and that it is largely a matter of personnel. The Convention this year, with a number of new people present, including Pasadena, Nashville, Hutchinson (Kansas) and Dayton, was not only pleasant but very spirited and optimistic.

So I hope you will consider a job with CORE whether or not the Deep South ideas appeal to you. Let me hear soon and do not hesitate to state what you think you would like to do, what salary is necessary and so forth. I asked people to keep the memo confidential as there is no point in getting people excited about something until it is more definite. If you want to phone me, the number is OR 4-6250, and I am usually home early in the morning and after nine at night.

Congratulations again. I am sure you will have a happy marriage, and for most of us there is no~~t~~ stability without marriage.

See you,

Jim

Jim Robinson

core CONGRESS OF RACIAL EQUALITY

A National Federation of local interracial groups working to abolish racial discrimination by direct, nonviolent methods.

513 West 166th Street
LOrraine 8-8200
New York 32, New York

August 21, 1956

Dear Marv,

Thanks for sending the keys. Hope you will be up again soon.

Your brief outline of what the field organizer should do is a very good one, I think. I have not yet gotten around to duplicating it and sending it to other members of the committee.

I just keep my fingers crossed that you will be taking the CORE job. What we couldn't do with a good field man! And with both political parties looking askance at our radical supreme court and indicating that there is no hurry about ending segregation, it will be up to the race relations groups to work much harder than ever before.

I hope you have luck with the ADA. I think I would be inclined to use the whole list if we could get it... even if we lost some money on the deal it would help us build up our list, a desperate need. You probably will not have time to contact the Jewish group which has the old National Issues Committee list, but if you do, would certainly like to use it... understood it was an excellent appeals list.

Any word on housing? Certainly hope you get in here. I noticed an address change on our list which seems to be into that beautiful Amalgamated project, and Lula tells me she thinks people there would be a good liberal bunch.

Do you know yet whether Effie will make the early flight? For your sake, I hope so.

In haste,

Jim Robinson

(over)

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Chairman

Marion Oldham
Vice-Chairman

Kay Fields
Secretary

Lula Farmer
Treasurer

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5871A Page Blvd.
St. Louis 12, Mo.

James Peck
CORElator Editor

James R. Robinson
Finance Secretary

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August 22, 1956

Dear Marv,

Your letter came today before I had mailed mine.

You can count on staying here. If I go away for the weekend as I may, you can still stay here. In that case, I'll mail the keys back to you.

It is good that "Jones" as you call her is coming back early.

Thanks for the work on ADA. They have had a disheartening time at the conventions I fear.

I take it you have had nothing much yet on your housing problem.

If I decide to go home Labor Day at the last moment, I'll leave note on door and key with someone who is going to be home, but decision will probably come earlier than that.

If you bring "Jones" down here, better warn her that my housekeeping is of the scanty, bachelor type. Will leave out clean sheets, but if you need extras or towels, you will find them in the linen closet.

See you,

Jim

core CONGRESS OF RACIAL EQUALITY

A National Organization with affiliated local groups working to abolish racial discrimination by direct, nonviolent methods

38 Park Row · COrtlandt 7-1076 · New York 38, New York

February 26, 1958

Mr. Marvin Rich
1489 First Avenue
New York, New York

Dear Marv,

An address change has just come in for Harold J. Gibbons, WPWU, and the new address is 1641 South Kingshighway, St. Louis 10.

This reminds me that now Hoffa, Gibbons & Co. are legally in control of the Teamsters, and perhaps still in need of feeling some connection to morality, etc., this need might well be supplied by a sizeable (4 or 5 figure suggested) contribution to CORE.

I am sending a copy of this letter to Charlie, as I think one or the other of you or both together would be best fitted to handle the delicate adjustments of Mr. Gibbons' moral sense to CORE's best advantage.

Here's hoping we get more than the minimum $1,000 as that is such a very tiny price to pay to re-establish some faint connection with the human race.

Sincerely,

Jim

James R. Robinson
Executive Secretary

JRR/jrr

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March 3, 1959

Dear Gordy,

Jim has sent me a copy of his March 2nd letter to Reverand Wyatt Tee Walker, probably since I am the member of the Action Committee mentioned on page 2.

I do feel that it is important that at least some of the money advanced by the National to finance the pilgrimage be returned - this for several reasons: 1) We need the money; 2) I think the function of the National Office is to encourage and develop such programs. If the local groups cannot find the strength to carry the main burden, then we are deluding ourselves.

I do not, of course, take the view that this should be an overriding consideration. It shouldn't and I know that any field representative worth his salt will always emphasize the action program and neglect the financing of it. Nonetheless I do hope we can cut the loss.

Have a successful trip to Florida.

Cordially,

Marvin Rich

Mr. Gordon Carey
c/o Mrs. Philip Stern
1710 Daytonia Road
Miami Beach, Florida

core CONGRESS OF RACIAL EQUALITY

A National Organization with affiliated local groups working to abolish racial discrimination by direct, nonviolent methods

38 Park Row COrtlandt 7-0408 New York 38, New York

March 6, 1959

Mr. Marvin Rich
American Trade Union Council
33 East 67 Street
New York 21, New York

Dear Marv,

Thanks for the recent letter. Things are going quite well here in Miami. In fact, Mrs. Stern is just about ruining my health. I never saw anyone with so much energy. She thinks it terrible if Jim and I are left with an hour and nothing to do. (Undoubtedly all good from your viewpoint!)

I am in complete agreement with the content of your letter. I certainly agree that the National office does need money. However, on your second point I feel that there should be some clarification. The Pilgrimage was not taken on by any local CORE group. It was concieved (sp.), nursed and conducted not by any local group, but by National CORE. In my early communications about the Pilgrimage with Robinson I stated that this would be an effective tool for building CORE in Virginia. And it was just that. Even here in Florida our work has been easier because people had heard about the Pilgrimage and about CORE.

defensive

We are constantly talking about the need for public relations. This costs money. I, too, would like to see some of the money retrieved, but frankly I feel that if we never get a penny back we never could have achieved the amount of publicity we did even if we had spent more money on a more conventional public relations resource.

Lastly, I think it a mistake to emphasize finances so much with Tee Walker, who we should be trying to cultivate. When he entered into this no one mentioned anything to him about his responsibility in regards to money. The responsibility was mine. However, the Action Committee, Robinson and I were all aware that when I did not return to Virginia after the Pilgrimage, as Walker requested, that we would be sacrificing funds. This was discussed at length. 2

CORE has only one justification for raising money. That is to conduct a race relations program or to organize local groups which will carry out such a program. There was never any agreement that the $500 would be returned. If CORE did not want to spend the money

continued

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James R. Robinson, *Executive Secretary*

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that should have been considered first, not several months afterwards.

Please excuse my dwelling on this subject of Pilgrimage finances, but both McCain and I were sent letters by Robinson which said that staff might have to be cut in the early summer. I was especially concerned by the letter to Walker which seemed to put him on the spot for something which was not his responsibility. This kind of thing could be rather demoralizing to persons working in the field.

Since I may only be in the office one day (Monday, March 16) it might be well to have an Action Committee meeting at lunch that day.

Sincerely,

Gordon

Gordon R. Carey
Field Secretary

copy: J. R. Robinson

March 9, 1959

Mr. Gordon R. Carey
c/o Dr. Philip Stern
1710 Daytonia Road
Miami Beach, Florida

Dear Gordon:

Your letters have been arriving overnight, but, of course, this did not happen with the request for more copies of THIS IS CORE. Although I was in over the weekend, that Friday letter did not come in until today. So THIS IS CORE is going out this morning by AIR MAIL.

Extra copies are being sent. If there are some left over, I would assume that the new Miami CORE group could use them later.

Thanks for the copy of the letter to Marvin Rich. Do you also write to Rev. Wyatt Tee Walker?

I have checked back through the correspondence on the Pilgrimage and think the line on finances is fairly consistent. I certainly did not intend to hold Rev. Walker responsible for the failures in connection with financing. Besides, the matter is not closed and some of the advance can certainly still be retrieved.

Also, my concern is not over whether the Pilgrimage was worth the advance in publicity to CORE. I am sure it was. Money spent and not recovered is unavailable for new action -- and I dislike the prospect we face of cutting future action.

However, it is not too late now to work on clearing up some of the Pilgrimage debt. On a similar project -- the City Hall Demonstration for the Fair Housing Law -- we continued to send personally typed letters until we finally cleared the debt. I think we might as well plan that you spend several days at the beginning in Virginia in working out this kind of clean-up after the event. There is time to do it now -- as there was not earlier.

I wrote Jim McCain yesterday about a new work plan which would bring him to New York frequently.

Sincerely yours,

Jim Robinson

copy: Marv Rich

you might read this when you get a chance even though you have not seen Gordon's letter. The whole question of joint action should be discussed at some point to see if we can handle it with more finesse. I suppose it is always thorny and difficult, but we might be able to do better next time.

jim robinson

April 2, 1959

Mr. Gordon R. Carey
Eggleston Hotel
2nd and Leigh Streets
Richmond 19, Virginia

Dear Gordon:

Don't get discouraged about Virginia because matters are slow at this point. I hope that a group or two will emerge and that summer workshop plans will go through. If, however, matters do not develop and you feel that now is not the time for McCain to come up, he can be written at 327 North Dean Street, Spartanburg, South Carolina. It might be well to send a carbon to 317 West Bartlette, Sumter, South Carolina if you write him toward the end of his Spartanburg stay (scheduled to April 8th I believe) just to make sure he does not miss the letter. I have given him your Richmond address, but he apparently had not yet received it when he wrote the letter I got today.

On the Pilgrimage, we certainly did get into a mess, didn't we? The worst of it is that some of the difficulties were inherent in the situation and could not be avoided altogether even if we were to do it again. The money situation could be controlled better another time: I would never favor such a large advance from the national in another instance; $200 to get the thing started would have been sufficient, and this would have put the pressure on to raise money as things developed and not leave the fund-raising until after the event. This was true on the Fair Housing demonstration here. In order to get additional leaflets, I remember, we had to run over to a union, talk them into giving us a check as the printer would supply no more without the money first. This kind of financial pressure is distracting, but apparently it is necessary if demonstrations are to be paid for by those most directly concerned which is the only healthy way.

Secondly, the financial set-up was clearly a bad one. If a joint project is taken up, the project as such must have its own account. The project heads decide upon what is to be spent and spend it through that account exclusively and not through their separate organization accounts. The latter system effectively eliminates any kind of cost control.

Thirdly, and this is something we should carefully consider before entering any joint projects in the future, the organizational set-up of the Virginia NAACP and the set-up of CORE are so divergent that, without clear written understanding, CORE is almost bound to come up on the short end. It was natural for the NAACP, which has a good system of raising funds for itself in Virginia, was concerned to see that the Pilgrimage had virtually no program of raising funds to finance itself. Hence, the opposition to a collection. CORE, on the other hand, has no system for raising money in Virginia, and even what names we had were used for an appeal for the Pilgrimage rather than for CORE itself. Even the rule about higher rent at the hall could have been gotten around either by paying the higher rent and taking the collection or by making references to the need for money and taking up the collection at the Capitol.

A willingness by Mr. Banks to co-operate in a letter to the 1500 names he has from the Pilgrimage might seem to negate the point above except that it is well known that most people attending a rally will contribute on the spot, but exceedingly few will respond to an appeal through the mail. The 1,000 people who attended CORE's Gandhi celebration in Harlem gave between $400 and $500 at the meeting; very few of them ever contributed again via the mail except for those who had previously been on our contributor list anyway.

To send out an appeal to all 1,500 people would probably be throwing good money after bad. I doubt that it would cover costs. Also, where would the money go? It would have to go the the Pilgrimage account directly and not through the NAACP to make it possible even to consider such an appeal. Return envelopes would have to be provided, and the mailing done by volunteers, probably with use of cheap postage to keep costs down. If this seems necessary to cement relationships with NAACP, it might be justified on that basis. But I certainly have doubts of its financial efficacy.

On the other hand, you, Banks and Rev. Walker might go over that list and select 150 people or so to whom personal appeal letters might be sent, specifying the $5 or $10 or more you expect from each one. Such letters might be signed by various people depending upon which signer's name is most apt to pressure the recipient into giving. Here again, the money would have to go to the Pilgrimage account. But I should think these names, plus some additions which Walker and Banks might have, should produce a good bit of the deficit. I assume it would be possible to get some volunteer typists to help: Peck and I here discovered we could type a lot of these letters in a day. Where possible, the signers add a personal, hand-written note. Those who do not answer the first time get a follow-up.

The one point which interests me in the solicitation of all 1500 names is that it might have some publicity value for CORE in Virginia. Especially if this would definitely tie in to organizational efforts, it might be worth it.

This list of churches and organizations you expected to gov over with Rev. Walker should be productive of something also. Writing more than once is sometimes necessary.

I am not surprised that Mr. Banks did not like CORE's flyer on the Pilgrimage. This, however, was CORE's, and not a Pilgrimage flyer. It is not usual in fund-raising material to stress any other organization than the one raising the money. As a matter of fact, any other organization so stressed can legitimately complain that its name is being used for the purpose of soliciting funds for someone else. National NAACP fund-raising material, I believe, always omits reference to such groups as the Urban League (omission of reference to CORE would be expected since we are small). If the Pilgrimage itself had issued promotional material, which no one ever suggested, then of course it would either give credit to no organizations or to both of its sponsors. The first is the more usual and is the way the Youth March For Integrated Schools operates. Financially, they have had virtually no help from NAACP, as I understand it.

A flyer such as ours, used to our own mailing list and to mailing lists made available to us for raising money for CORE, should certainly not stress any other organization. It could have mentioned the NAACP more prominently, but I suspect that would have been less palatable from their national office standpoint.

The difficulty here may actually be one of personal prestige: I think we might well have featured Mr. Banks at some point in the flyer, possibly identifying him on the platform and mentioning his organizational connection in passing. This would have given him due recognition vis-a-vis Tee Walker, and the mention of the organization would be merely factual and would be difficult to twist into "using the NAACP's name for CORE purposes."

I am wondering, however, whether Banks' reaction is genuine or cooked up. I gather he is the type who holds his cards close, and he may simply be looking for something he can use to stymie organizational attempts by CORE. Ella Baker of the Southern Christian Leadership Conference apparently felt she got poor cooperation when she went to Virginia several years ago on behalf of the Prayer Pilgrimage. I have no idea which leaders she felt gave lip service without giving any real help, but I certainly had the impression she thought the Virginia situation difficult to deal with (this is, of course, confidential, and it is also a matter of impressions rather than something factually ascertainable). At any rate -- and particularly if you are finding it more difficult to interest people in CORE organization than on your earlier trips -- it may indicate that some kind of job is being done.

One interesting factor in the Pilgrimage picture is that the Virginia NAACP apparently not only worked for the demonstration but also spent money on it. This contrasts with experience here: on the Pilgrimage and both Youth Marches, the national NAACP has given virtually no financial support and little publicity support, yet has insisted on getting publicity for itself through a speaker at each event. In our Fair Housing Demonstration, only one or two of the smaller branches gave anything, and cooperation generally was minimal. On the Richmond Pilgrimage, by contrast, genuine interest in the project and not merely in what could be gotten out of it seems definitely to have been shown.

Therefore, it is quite possible that some of Mr. Banks' reaction is genuine and based on a lack of understanding of organizational fund-raising through the mails. I have also heard rumors that the national office of NAACP did not like the degree of commitment shown by Virginia NAACP to the Pilgrimage, and Banks may have come in for some pointed criticism. If so, Rev. Walker probably knows about it. I assume that Mr. Banks knows that the CORElator did give him and NAACP credit as co-sponsor.

In trying to find out what the situation is in regard to CORE in Virginia, be very careful what and whom you ask: indirect discussion may give you the clues without any open questioning on whether the NAACP is trying to see that CORE develop no further in the State. I think you might be a little wary even with Rev. Walker on this subject, but you would probably know best on this. If he is ambitious, however, he might become less enthusiastic about CORE if he feels some of the NAACP people do not want CORE in operation.

If organizational jealousy is developing inside the Virginia NAACP, it is probably traceable to the Pilgrimage. Generally speaking, our local-group activities have not caused much such feeling. Yet ultimately, our local group action is much more important to race relations than any big-deal demonstration, important as such demonstrations are. In a number of ways, CORE is larger than the Southern Christian Leadership Conference (though in some ways we are smaller too). Because the SCLC has had big rallies and involved important names, there is apparently a lot of anti-SCLC sentiment inside the NAACP. This might give us pause on anything like the Pilgrimage in the future in any area where the NAACP is as well organized as in Virginia: there is no good reason to jeopardize the main part of our program by arousing feelings because of a lesser part of possible program. In plain point of fact, moreover, the NAACP is just wrong in thinking that either SCLC or CORE is a challenge to its own existence or growth. Especially with CORE, our whole method of operation is different.

I very much hope that there are possibilities for developing groups now in Virginia, and I think this is likely the case. The summer workshop, if it comes off and is carefully planned and run, should serve as aggood example of what CORE can do. By its very nature, it is unlikely to arouse jealousy. It would certainly be simpler if this can be worked out solely as a CORE project. Failing that, it should be sponsored by CORE "with the cooperation of" a small list of other groups. This obviates the negotiation and compromise system which wastes so much time in joint projects and which frequently ends up with hard feelings no matter what is done.

I am forwarding Kelly Pomeroy's letter. If the Urban League material he mentions comes in, I shall probably just put it in the West Coast folder. The questionnaire to the West Coast is coming in now, but not too fast or too encouragingly. Yet I expect it will be good enough to supply a basis for work in many areas.

Good luck in Virginia. And if all the effort flops, don't be discouraged: we cannot expect one success after another without interruption; the work so far this year has been most unusual because so little of it ended in failure.

Peck keeps telling me to tell you that he will need a picture for the next COREIator. He is writing McCain also.

Sincerely,

James R. Robinson
Executive Secretary

P. S. I am sending copies of this letter to Charlie Oldham and Marvin Rich as I thought we could use the benefit of their thoughts on this thorny problem of joint action so that we can avoid at least some of the pitfalls another time (I'm sure that not all pitfalls can ever be avoided in such projects, but some can).

NATIONAL ACTION COMMITTEE OF CORE **July 6, 1959, Co-op Cafeteria Lunch**

AGENDA

1. Finances:

Operating Account	$1,896.63	(three missing checks)
Outstanding Bills	1,149.57	
	$ 747.06	Balance in Operating Account
Reserve Accts.	5,500.00	Approximately
Total on hand	$6,247.06	

This balance, contrasted with balances as high as $14,000 during the past fiscal year, indicates the rather steady drain of expenses over income the past six months. There is little likelihood that this trend can be reversed until Labor Day when the Budget Committee Appeal goes out.

Request authorization from NAC to withdraw $3,000 from Reserves and place it in operating account.

Summer appeals for Workshop: 9,000 names from ACOA
21,000 names from Progressive
WIL written for 5,000; NCLC, for 10,000. __Frontier__ would probably rent 5,000. A soft-sell letter could be sent to our 9,000 plus names, and I plan to do this.

For repeat on FIRST STEP mailing end of August, AHA (4M), CCCO (5M), UWF, New Leader, New Republic, and Carolina Israelite, have been written. No replies as yet.

2. Public Relations, Special Fund Raising: (1) I had lunch before Convention with Ben Wechsler and Gilbert Jonas (V.P., Harold Oram). At the Convention, strictures against use of such a firm were removed. However, Oram will not take the account anyway, and we were agreed at the Convention that no public relations firm would be used if Marvin Rich decided to take a position with CORE.

(2) Marvin Rich has decided to take such a position. My letter outlining the job is here for you to read. Salary and starting date should be definitely (if possible) set at this meeting. Gandhi dinner honoring Randolph turned down by Randolph... should we ask King?

Carey 3. Marvin Rich and J. Robinson had lunch with organizer for Local 1707. Staff concern is chiefly with obtaining insurance, hospitalization, HIP, etc. through union. Robinson feels that we should not yet develop a salary scale as we need flexibility until a basic staff has been built.

4. Atlanta Conference on Nonviolence, July 22,23,and 24. Robinson, McCain, Oldham(?)

5. Robinson authorized possibly to stop in Lexington on way back from Atlanta.

6. Field Work Report and Plans: Gordon R. Carey (see attached)

7. Workmen's Compensation etc.: Harold Nisinson O.K. 85

8. Press release attached

Field Work Prospectus

I. On the basis of the expression of the national Convention; the possibility of developing solidly interracial CORE groups; the objective need; and the potential necessary interest the following places are considered for organizational activity:

South Carolina
    Rock Hill, Charleston, Colombia

Missouri
    East St. Louis (Ill.), Colombia

North Carolina

Chicago

Detroit

Wilmington

Arkansas

Oklahoma

Texas

Atlanta

Other Midwestern and Border cities

II. Suggested schedule for Carey

August - vacation

Sept. 1 - 21 = Workshop

Sept. 22 - Oct. 5 = South Carolina

Oct. 7 - 30 = Office

Oct. 31 - Nov. 21 = E. St. Louis, Columbia, Mo. St. Louis

Nov. 22 - Dec. 4 = office

Dec. 6 - 19 = open

Dec. 20 - Jan. 10 = office

III. McCain

August

Sept. 4 - Oct 7 = Workshop & So. Carolina

Sept. 10 - X-mas

For Immediate Release

CORE - Congress of Racial Equality
38 Park Row, New York 38, New York

CORE LEADER DEMANDS END OF RAPE EXECUTIONS

New York, July 3, 1959 -- In a plea for what he called "real equality of justice" James R. Robinson, executive secretary of the Congress of Racial Equality (CORE), called for an end to all executions for rape.

In his statement, Mr. Robinson said: "In the emotionally laden atmosphere of the South, equal justice will never be realized merely by the execution of a few white rapists. With the tension presently existing in the South, the situation calls for less violence, not an increase in killing. The fact that a Beaufort, South Carolina, judge has sentenced a white Marine to death does not prove equal justice in South Carolina."

CORE's executive secretary pointed out that the cases of the white Marine and the 19-year-old Negro boy are hardly comparable as the former stands convicted of an actual rape while the latter was found guilty of an attempt to rape.

Credits Court with Attempt at Equal Justice

Robinson went on to say: "The Congress of Racial Equality does feel that in this instance -- contrary to usual practice in the South -- an attempt was made to mete out equal justice. To that extent we commend the jury and the judge. We cannot forget that this is the first time in the United States that a white man has been sentenced to die for raping a Negro woman.

"However, it is highly questionable to impose the extreme penalty in any rape case. CORE is dedicated to the use of direct, nonviolent action to achieve a fully integrated society. In the tense situation in the South, the use of violence, even by the State, increases tension. The

MORE

ultimate reduction of trouble between the races depends upon the rapid realization of racial equality. The sentences in this case may indicate an approach to equal treatment before the law, but it is ~~an~~ a cruelly heavy-handed justice."

Puts Faith in Nonviolence

The Congress of Racial Equality (CORE) is a national interracial body which fights for integration through the use of direct, nonviolent action. It functions through its local affiliates. In Miami, Florida, CORE has recently sponsored large, all-day sit-ins at lunch counters which refuse to serve Negroes. The CORE sit-in groups are interracial and maintain strict nonviolence under group discipline no matter what the provocation. CORE members, as they face violence, neither hit back nor run away. In South Carolina, CORE has a number of affiliates, most of them working to get Negroes to register and vote.

Death for Rape Unjust and Discriminatory

Robinson stated that rape is an unnatural crime proceeding from a diseased personality. In our segregated South, rape of a woman of one race by a male of a different race may often result from the diseased attitudes of mind which necessarily flourish under segregation.

"It would be foolhardy," Robinson said, "to expect equal treatment of those accused of rape across racial barriers. So long as discrimination persists, equal justice for sexual crimes cannot become a reality. The Beaufort cases are, at best, 'the exception which proves the fule.'

"Feeling often runs so high that any Negro accused of raping a white woman is convicted. Getting the right man may be a side issue.

"The Congress of Racial Equality therefore calls upon all States, outside the South as well as in it, to abolish the death sentence for rape and all other sexual crimes." (end)

July 16, 1959

Mr. Charles R. Oldham
722 Chestnut, Room 218
St. Louis 1, Missouri

Dear Charlie,

I was very much concerned by your letter. This problem is of course a recurrent one. Since CORE's action projects have such dramatic potentialities, it is inevitable that the C.P. will attempt to infiltrate from time to time - this in spite of the fact that CORE is not and will never be a mass organization.

I would like to know a few more details. Is Susan Friedman the daughter of the Friedman who was recently expelled from the Machinists? Ed Brown might know since this is the guy who tried to recruit him into the C.P. during the organization of Rice-Stix by the ILWU. At that time Friedman was working with Bridges.

Does Gene Tournour have family in St. Louis? If not, where do they live? This would seem to me to have some affect on where he ultimately ends up.

Further, which of the party personalities were at this cell meeting? This information might be particularly valuable in your discussions with the Washington University advisors. Who are they? Paul Preisler or anyone else that I know?

I will talk to Herb Hill and Jim Farmer of the NAACP staff about the youth chapter but will not talk to Herb Wright since he closes his eyes. At any rate there is not much more we can do but watch and wait.

One of the areas in which CORE might very well expand its contacts and its contributions is that of the fraternal and social organizations. I do not have any specific ins here or even much of an idea about how to go about it, but maybe Marion does. Talk to her and give me her ideas.

When are you coming to New York? Love to Marion.

Cordially,

Marvin Rich

MR:ms
CC: Mr. Jim Robinson
oeiu: #153

Copy : Marvin Rich

Meeting of: Thomas Roberts, Val Coleman, and James R. Robinson

Re: Union Contract for 1960 - 1961, luncheon, September 22, 1960

First Proposal: It was unanimously agreed among the three that the Union Contract as it currently stands should be extended for one month, through November to December 1. The new Union Contract should then have a date beginning December 1. The only person who could affected by this change in date is Cynthia Homire who will have completed one year's employment in late October. Any automatic increase for her could be retroactively handled.

Second Point: It was also unanimously agreed that the present bargaining unit made very little sense and that, for the next contract, the bargaining unit must be revised. For purposes of maintaining Union Membership and gaining the Health Insurance Plan and Blue Cross benefits, it was thought possible to permit James R. Robinson, Executive Secretary, Marvin Rich, Community Relations Director, and Gordon R. Carey, Field Director, to remain in the Union and to continue to pay dues. However, all three of these people should be completely excluded from the bargaining unit.

The bargaining unit will then consist of two sections: Field Secretaries who work under Gordon Carey's direction; and the office staff, who work under the direction of all three persons, with primary responsibility to James R. Robinson. It was recognized that this means that the current bargaining unit really consist of only 3 people: Cynthia Homire and Jocelyn Boyd, for the office staff; and James T. McCain, for the field staff. However, new office people after three months become members of the Union; and new field secretaries, after six months, become members of the Union also. Therefore, while the bargaining unit at the beginning of this contract will be small, it will be much larger before the contract is completed.

It was felt that without this revision of the bargaining unit that no true bargaining can be carried on. It is evident that what the office staff and the field staff gains may have to be at the expense of the executive staff. This set-up will divide the employees of CORE into three main groups: the executive personnel, professional personnel, and office staff.

The matter which need immediate attention and approval is the extension of the present contract through November.

This memo prepared by:

James R. Robinson
Executive Secretary

(Val Coleman, Thomas Roberts, and James R. Robinson are the bargaining committee for CORE designated by the National Action Committee.)

Note to Marvin Rich

Cunard Line
M.V. "Britannic"

October 4, 1960

Dear Marvin —

(1) Hope signer of letter is worked out and appeal can proceed smoothly.

(2) Remember to order extra Holiday Card Announcements to accompany next CORE-lator in late Oct or early Nov. — if we have an issue then. These announcements are in stock at Sowers Ptg in Lebanon.

(3) Some special fund-raising should be at least in planning stage now. The Gandhi rally might well be cancelled unless it will be sure of paying for itself.

If you think I.U.D. might pay salary of one field man, would Haley be the one to send down for their consideration — or simply to help get the appropriation?

(4) Ambitious publication projects should probably not be worked on until we are sure we have the money to sustain field work.

(over)

(5) In O.K.'d bills file, I dated some bills for later payment. Sorens' bill for holiday card announcements can be paid, but put memo about it in file of correspondence for me. (Carey will show you where this is).

So long,

Jim Robinson

P.S. You might be interested in that fund-raising job for Amer. Comm. on Africa yourself. You could probably bargain for $9 000 or $10,000 — now that I know Jack is leaving. It would be temporarily disadvantageous to CORE, but it might solve some of your problems.

P.S. 2 — If Rules for Action run low — order new run at La Salle Lithograph (Mike Seltzer) on gray paper. Alter Advisory Committee (See THIS IS CORE for style on this).

Gail

Cunard Line
M.V. "Britannic"

Friday, October 28, 1960
Paris, France

Dear Marvin and Gordon:

Leaving Paris tonight. Here are rest of our addresses:

Oct 29th thru ~~Oct~~ Nov. 2nd —
Hotel Impero
Via Viminale 19
Rome, Italy

Nov. 3rd thru Nov. 7th —
Villa Mazzaro
Via Nazionale 135
Taormina - Mazzaro
Sicilia
Italy

Sailing Nov. 8th from Messina in Sicily on Greek Line's Olympia. Back in New York sometime Friday Nov. 18th.

Trip has been interesting, but we have had our first good weather in Paris where we also had two marvelous dinners

It would be reassuring to know how well we are doing financially on:

(1) Holiday Cards, and

(2) The outside appeal (probably still early to tell on this??)

I'm very skeptical on the first and not too decided on the second.

Remember me to everyone — we think we shall have had all the vacation we want by the time we get back!

So long,

Jim Robinson

P.S. If you can, write me while I'm still in Rome — mail service there is fast.

November 5, 1960

Mr. Charles R. Oldham
5220 Westminster Place
St. Louis, Missouri

Dear Charlie:

Gordon and I have discussed the situation at some length. We both agree with you that it would be better for you not to come here ~~when~~ until Jim returns. We feel that our next step should be a thorough discussion of the situation with Jim Farmer. Once this is cleared up then we will discuss it with the additional members of the action committee.

One of the questions which bothers me greatly is the acceptance of the other national officers and of the groups. It seems to me that many are troubled by the current situation -- the drift, the lack of planning and the air of tension. Yet, all will I'm sure wish to be fair about the situation. I do hope that you will consider this and perhaps come up with a way of meeting the problem.

If Jim Farmer should be unavailable, what do you think of Jim Lawson or Ralph Abernathy? If you have any other ideas or suggestions we should very much like to hear of them.

Gordon and I both agree that it will be necessary for us to talk to Jim almost immediately after his return. We do not wish to proceed behind his back and we certainly do not wish to prevaricate or temporize. The situation is difficult for all concerned but we do feel that we must act as soon as Jim returns. This means that we should also have prepared some support.

Please write me your ideas. My best to you.

Cordially,

Marvin Rich

MR/ckh

CHARLES R. OLDHAM
ATTORNEY AT LAW
722 CHESTNUT - ROOM 218
ST. LOUIS 1, MISSOURI
CHESTNUT 1-5088

November 7, 1960

Mr. Marvin Rich
CORE
38 Park Row
New York 38, New York

Dear Marv,

I received a copy of the contract demands, however, I do not have a copy of the Union contract. Would you please send same to me as soon as possible. Personally I do not see anything in the demands that should cause a great deal of trouble.

In regard to any discussions with Jim Farmer, please feel him out and get his reactions. I don't think we should make any commitments at this time. Jim Lawson and Abernathy are possibilities, however, I also think that Bill Clay from St. Louis might be a possibility There would be some problems connected with him - he is an elected Democrat and might damage our non political status. There may be some other possibilities - remember if we are thinking in terms of a replacement for me - this is one problem. If we are thinking in terms of a possible replacement for Jim Robinson this is another matter.

I believe that Robinson should be kept as Executive Secretary unless there is so much conflict in the office that it means a replacement of the entire staff if he stays. I am concerned about his suggestion that you and Gordon should consider leaving. This is not sensible, Jim Robinson has certain problems in handling staff and clerical help - perhaps he demands to much of them and I know that he tends to be petty about a number of things that I do not believe are important.

He is in a position where he is not particularly popular with the various groups - and he must depend on the staff and me for support plus the action committee. If he loses staff support and support in the Action Committee - there are some real problems. I do not want to lose him, yet I am not willing to see the staff that we have displaced. I think that you and Gordon have done exceptional jobs - that Jim has done an exceptional job in mail fund raising - His problems relates to office managment and control and direction of staff. This seems to me to be primarily a personalty problem and may not be correctable. Please keep this letter confidential or at least share it only with Gordon. I will be glad to come to New York if it is desirable. Perhaps the 2nd -3rd & 4th of December might be the best time. Certainly in regard to Union contract we can agree that it will be retroactive to November 1, so that this should not be a problem.

Charles Oldham Charles Oldham

November 10, 1960

Mr. Charles R. Oldham
5227 Westminister Place
St. Louis, Missouri

Dear Charlie:

The union contract will be sent to you immediately. I agree that there is not much in the contract demands that should cause any trouble -- especially since these are only demands and are subject to negotiation.

Gordon and I have discussed the other matter pretty thoroughly. We agree that replacing you with an elected chairman is not the answer. It would bring the chief executive officer of CORE into politics in far too great a degree. Decisions would be made, or might be made, on the basis of their popularity rather than on the basis of their necessity. Also, it would not be effective in terms of the continuing problem here. The result would probably be an insufficiently clear demarcation of responsibilities and a constant haggling and niggling.

If the present staff setup continues as it is I know that I will leave and I think that within a few months Gordon and Jim McCain will leave. It is also quite likely that Cynthia will do the same. There might be a period of a few weeks or months while we look for other jobs but there is no possibility in my mind of a solution based upon the current situation.

I believe that Jim has an inadequate conception of the job of executive secretary. Perhaps it is not his conception but his ability to fulfill the responsibilities of the job that is inadequate. At any rate he is not an adequate image of the forceful,aggressive yet responsible organization. He is unable to meet with the leaders of other organizations and represent us. He is inadequate as a public figure in the press or on television and radio. This is one area of weakness and this perhaps could be corrected simply by bringing in another person with a different type. But there is another area of weakness and that is in terms of his relationships with the personnel in the office. This would not be improved by simply bringing in another person. In fact it might be made worse. It could only be improved if Jim were removed as executive secretary and perhaps given the position of finanacila secretary with clearly limited responsibilities. There is another area where he is weak and this is the area of financial control which he believes to be one of his strong points. It does not seem to me to be wise to limit our speaking trips to those where other organizations are willing to pay. This can only result in reduced income. Of course it is always wise to try to get others to pay but its essential sometimes to make an investment. Thus, William Clay appeared on a television program at a cost to us of $15.00 and that program is broadcast in Louisville, in New York City and in Atlanta. This seems to me to be the kind of expense which Jim finds very difficult to approve. This intrusion into my area of responsibility is very disturbing to me. I know that Gordon feels the same way about Jim's intrusion into his area of responsibility. In these instrusions would not be improved simply by bringing in another person with a different title. It could only be improved by limiting Jim's responsibilities here.

I've not yet discussed this thoroughly with Gordon but I do believe that it is imperative that we have an Action Committee meeting within a day or two of Jim's return. Would it be possible for you to attend such a meeting? Also, have you given any thought to ways in which we can inform the other officers of the situation and also ways in which the groups can be apprised?

Marvin

November 23, 1960

Mrs. Bea Lazar
205 West 103 Street
Apt. 3C
New York, N. Y.

Dear Mrs. Lazar:

It was certainly good to see you when you stopped in here at the office this morning. Also, it was good to be reminded of our discussion of violence at the New York CORE meeting.

You might convey to those in the Education Committee of New York CORE that there is a meeting to be held very shortly between representatives of a few of the organizations. One of the matters which will come up is undoubtedly this matter of violence.

I think that something can be done along these lines, possibly in terms of the kind of conference you suggest. At the same time, I think that we must recognize that violence will from time to time occur.

Nor is it always possible to control it no matter what we do. However, some serious consideration should be given by the various organizations to cooperating to reduce violence - especially in the areas where local governments are not on our side and therefore sometimes allow violence to continue until it gets to the riot proportion stage.

One factor which may be of some assistance is the present indication that the new administration may itself intervene a little more actively than has been true in the past. However, the federal government necessarily doesn't get into local situations until something federal is involved, and this often means that their entry is a little on the late side.

It will be interesting to see what the Thanksgiving Conference of CORE in Louisiana can accomplish, for they are

Continued

meeting in a very tense situation and will have to consider the whole matter of violence while being in the middle of such a situation.

Sincerely yours,

James R. Robinson
Executive Secretary

JRR:ds
cc: Mrs. Gladys Harrington
Chairman - New York CORE

JAMES R. ROBINSON

TBD

December 14, 1960

The Congress of Racial Equality (CORE) faces an emergency. You have helped generously before, and I hope you will want to do so now. May I explain how the situation has developed?

From 1942 until 1960, CORE adapted and developed a form of action for integration based on Gandhi's movements in South Africa and India. One of the very first techniques was the sit-in: I remember well when we first used it successfully at the Jack Spratt Coffee Shop in Chicago in 1942.

Until February of 1960, however, CORE grew slowly, and the techniques we had developed, though successful, were not well known. Suddenly, the mass demand for equality and human dignity exploded in the sit-in movement across the Southland. Already, some eating facilities in over 100 Southern cities have been integrated.

Because CORE was the organization with extensive experience in employing peaceful, but forceful methods to secure interracial justice, we were overwhelmed with requests for on-the-spot training in nonviolent action. We worked at all hours and did our very best. But it was often not enough. It is impossible to add field staff rapidly, and our attempts were not always successful.

By this Fall, however, our field staff increased from two to six. The four additions are:

Mr. Thomas Gaither, graduate of Claflin College, Orangeburg, South Carolina, where he led the student demonstrations.

Mr. Richard Haley, 45-year-old instructor fired by Florida A & M University for participating in action with Tallahassee CORE.

Miss Genevieve Hughes, formerly with Dun & Bradstreet, who comes to us after working most effectively with New York CORE to build the vitally important supporting boycott and picket lines.

Mr. Joseph Perkins, integrationist leader at the University of Michigan where he was doing graduate work. Mr. Perkins attended the CORE Interracial Action Institute in Miami, where he refused bail and spent ten days in jail.

(continued)

We want to retain these four as well as our two established field men, James T. McCain and Gordon R. Carey.

At the beginning of this letter, I said we face an emergency. That emergency is financial. Because the novelty of the sit-in-movement has worn off and the openings in the Upper South have left most of the action in the Deep South - where each participant must be prepared to face intimidation and arrest - the movement is no longer receiving the press coverage which was so helpful last winter and spring. This means far less unsolicited financial support for CORE.

We must not lose any of our field staff: CORE groups are being formed with unprecedented rapidity. Nor do we expect our financial emergency to continue indefinitely: large mailings to increase the base of our membership support are planned for this winter.

But in the meantime, CORE desperately needs money.

We appreciate the generous support you have given us before. Won't you do whatever you can now to preserve the organization so that it can meet the challenge of the uncertain months ahead? I enclose a contribution slip and reply envelope for your use.

Sincerely yours,

James R. Robinson
Membership Secretary

P.S. If you have like-minded friends, we shall also appreciate whatever you can do to solicit their help for CORE.

CORE
EQUALITY

38 PARK ROW
YORK 38, NEW YORK
COrtlandt 7-0035

Carl Rachlin, Esq.
general counsel

ADVISORY COMMITTEE
Ralph Abernathy
James Baldwin
Roger N. Baldwin
Algernon D. Black
James B. Carey
Knight Chalmers
Grenville Clark
Earl B. Dickerson
Eugene E. Frazier
Harold Gibbons
Roland B. Gittelsohn
Arthur J. Goldberg
Sidney Hollander
George M. Houser
E. Stanley Jones
Martin Luther King
Will Maslow
A. J. Muste
A. Philip Randolph
Ira DeA. Reid
Walter P. Reuther
Jackie Robinson
Arnold M. Rose
Lillian Smith
Gardner Taylor
Howard Thurman
Goodwin Watson
Jerry Wurf
Charles S. Zimmerman

OFFICERS
Charles R. Oldham
chairman
Henry Hodge
vice chairman
Anna Holden
secretary
Lula A. Farmer
treasurer
James Peck
CORElator editor

regional representatives
Gladys Harrington
Walter Hayes
William Larkins
Evelyn J. Rich
Frank Robinson
Sterling Stuckey
Earl L. Walter

STAFF
Thomas Gaither
Richard Haley
Genevieve Hughes
James T. McCain
[illegible] Jr.
field secretaries

December 28, 1960

Rough Cost Estimates Membership Maintenance & Recruitment:

January mailing, entire list, 22,000 @ 9¢ per piece	$1980
March follow-up, address & cross check entire list, mailing to those who have not given during current fiscal year -- estimate 8,000 @ 11¢ per piece (including costs for the un-mailed envelopes addressed for the cross check)	$880.
To-be-dropped mailings (very rough as sort job is still to be done) 3,000 @ 11¢	$330.
Possible mailing to part of Special File, 1,000 @ 20¢	$200.
TOTAL	$3,390 Maintenance

Recruitment:

late January, February and early March, about 160,000 pieces @ 10¢ per piece	$16,000.
possible repeat, 140,000 @ 10¢	14,000
	$30,000 Recruitment

This does not take into account mailings on the Summer Action Institute. It is possible that such mailings would occur in May.

Our own list, 25,000 @ 10¢	2,500
Outside lists, 100,000	10,000
	$12,500

Except for this last $12,500, the other figures probably come very close to the actual; on the $12,500, it is at present difficult to determine what part of it will fall into the present fiscal year. If mailed late in May, for example, advanced postage might be the only bill actually paid before May 31.

In general, the minimum for mailings would run $35,000 or thereabouts. The maximum, $45,000.

In case of a special situation, such as existed last year, we might want to greatly expand recruitment mailings -- this would greatly increase costs, but it would also greatly increase income

Jan mailing to own list.

enclosure	10.77 +
letter	10.00
reply env.	7.50
outside env.	5.00
addressing	3.75 +
slip	8.00
mailing	8.00 +
postage (3¢ stamp)	30.00 +
	83.02
folding of enc.	1.20 +
	84.22

COLLECTIVE BARGAINING AGREEMENT

AGREEMENT made as of the 4th day of January 1961 by and between the NATIONAL ACTION COMMITTEE acting on behalf of the CONGRESS OF RACIAL EQUALITY (hereinafter referred to as CORE) and the COMMUNITY AND SOCIAL AGENCY EMPLOYEES UNION, LOCAL 1707, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, (Hereinafter referred to as CSAE) for itself and on behalf of all clerical and professional staff of CORE.

WITNESSETH:

The parties hereto, desiring to establish harmonious labor-management relations and to clearly define mutual obligations, do hereby agree as follows:

ARTICLE I - RECOGNITION

CORE recognizes CSAE as the sole and exclusive bargaining agent for all of the clerical and professional staff, excluding the national director.

ARTICLE II - UNION SHOP

1. The Employer (CORE) shall dismiss any employee who is now, or who hereinafter may become a member of the Union, who fails to maintain said membership in good standing. The Employer shall dismiss any new employee who fails to apply for membership in the Union within thirty (30) days after his probationary period is completed. The Union shall not refuse membership to any employee who is eligible for membership under the collective bargaining agreement.
2. The Employer shall not discriminate against any employee or prospective employee on account of Union activity.

ARTICLE III - TEMPORARY AND PROBATIONARY EMPLOYEES

1. An employee hired on a temporary basis shall not be entitled, except as otherwise provided herein, to the benefits of this Agreement until and unless the employee receives permanent status, in which event such status shall be retroactive to the original date of employment. If a temporary employee is hired for a permanent position with different duties, he shall serve the usual probationary period for such permanent position.

2. The probationary period for professional employees shall be six (6) months. Prior to the expiration of the probationary period for any employee, the probationary period may be extended by the Employer for not longer than three (3) months with the consent of the employee affected. There shall not be more than one extension of the probationary period.

3. The probationary period for clerical employees shall be three (3) months. Prior to its expiration, the probationary period may be extended by the Employer for not longer than two (2) months, with the consent of the employee affected. There shall not be more than one extension of the probationary period. Salary minima and the usual personnel practices shall apply. Temporary employees retained beyond the three (3) months' period or an extended period agreed to by CORE and individual employee shall automatically acquire regular status with benefits retroactive to the date of hiring.

ARTICLE IV - HOLIDAYS

1. The Employer shall observe legal and religious holidays as follows:

(a) Legal

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day

(b) Religious

The Employer shall grant a maximum of one day per year for religious observance.

2. All clerical employees who are required by the Employer to work on specified holidays shall receive one day's leave, at such time as is mutually agreeable for such holiday on which they are so employed, or if this is not feasible, they shall be compensated at straight time rate within a reasonable time.

ARTICLE V - VACATIONS

1. Professional employees shall be entitled to vacation as follows: During the first year of employment: 1 week for each four months of "employment."

   After the first year: 1 week for each three months of "employemnt."

2. Clerical employees shall be entitled to one week for each six months of " employment."

3. Time spent on leave of absence shall be excluded from"employment" in computing vacation credits.

4. As a rule, no more than two weeks of vacation may be taken at one time.

5. Upon resignation with due notice or dismissal the employee shall receive accrued vacation benefits.

6. If a holiday falls on a working day within the vacation period, the employee shall receive additional equivalent vacation time.

7. Accrudd vacation benefits shall be paid to the beneficiary of any employee who dies during the period of his employment.

ARTICLE VI - EXPENSE MONEY

Employees shall submit itemized expense forms for all expenses incurred and will be reimbursed on that basis.

ARTICLE VII - MERIT INCREASES

Merit increases may be granted to employees at the discretion of the Employer, and neither said increase nor its amount shall be a cause for grievance.

ARTICLE VIII - GENERAL INCREASE

1. Anniversary date

   (a) All employees who have been on the staff since November 1, 1958 shall have November 1st designated as their anniversary date.

   (b) For all other employees, the anniversary date shall be the actual date of hire.

2. Extent of increase

(a) Clerical employees shall receive an increase of $3.00 per week after six months of employment, and $4.00 thereafter on their anniversary date.

(b) Professional employees shall receive an increase of $300 on each
a anniversary date.

ARTICLE IX - SICK LEAVE

(a) Each permanent employee shall be entitled to sick leave of one (1) day a month, except during the first three months of employment. Such sick leave shall be retroactive to the date of employment and shall accumulate up to a maximum of thirty (30) days.

(b) Sick leave with pay shall begin on the third consecutive day of
a absence for illness.

ARTICLE X - DISMISSALS

1. Permanent employees may be dismissed for just and sufficient cause.

2. Persons fired for incompetence, after the probationary period, shall be informed in writing of specific complaint concerning their work and shall be given a reasonable opportunity to improve.

3. In the event of retrenchment, the Employer shall make every effort in assisting the employee to gain employment elsewhere.

ARTICLE XI - NOTICE

1. Resignation - Permanent employees shall be required to give notice as follows:

(a) Professional employees shall give notice of one month.

(b) Clerical employees shall give notice of two weeks.

2. Dismissals: Except in cases of malfeasance or misconduct, no permanent employee shall be dismissed without notice as follows:

(a) Professional employees - one month's notice

(b) clerical employees - one week's notice

ARTICLE XII - INSURANCE BENEFITS

The Employer will cover permanent employees with the following insurance unless, where coverage is voluntary, the employee requests that it not be done.

1. HIP (Health Insurance Plan) shall be paid by employee in entirety.

2. Hospitalization (Blue Cross) individual coverage shall be paid by the employer, except when employee wishes to take the equivalent in salary.

3. Disability insurance, as required by New York State law as of January 1, 1961 shall be paid by the Employer.

ARTICLE XIII - DUES DEDUCTION

The Employer will deduct initiation fees and Union dues from the salaries of all members of the Union and forward them monthly. Such dues shall be remitted to the Union not later than the 15th of each month during which the dues were checked off.

ARTICLE XIV - SALARY MINIMA

1. The minimum annual salary for professional employees shall be $4,160.00 during the probationary period. The minimum for permanent employees shall be $4,500.00 per annum.

2. The minimum salary for clerical employees shall be $3,000.00

ARTICLE XV - HOURS OF EMPLOYMENT

The regular work day shall begin at 9 a.m. and conclude at 5:30 p.m., with a lunch period which shall not exceed one hour. The normal work week shall be 5 days - Monday through Friday.

ARTICLE XVI - OVERTIME

Authorized overtime for clerical employees, after 37½ hours of work per week, shall be compensated by equivalent time off. If this is not feasible, payment will be made at straight time rates within a reasonable time. Overtime unit is one half hour.

ARTICLE XVII - GRIEVANCE PROCEDURE

It is recognized that an efficient method of settling grievances is an indispensable feature of sound personnel relations. When an employee feels that he or she has been aggrieved or that the letter or spirit of this agreement has been violated, the following procedure shall be observed:

(a) A conference shall be held between the employee and his or her representative and the Employer representative.

(b) If no agreement is reached, then the grievance shall be promptly referred to the New York State Board of Mediation for arbitration.

ARTICLE XVIII - SEVERANCE

~~Permanent employees who resign or who are discharged for cause or for reasons other than reorganization or retrenchment shall receive severance pay in bi-weekly installments at the rate of one week per annum not to exceed three months salary. Those who are discharged for reorganization or retrenchment shall receive severance pay in~~

Permanent employees who resign or who are discharged for reasons ~~other~~ than reorganization, retrenchment or for cause shall receive severance pay in bi-weekly installments at the rate of one week per ~~annum~~ not to exceed three months salary. Those who are discharged for reorganization or retrenchment shall receive severance pay in bi-weekly installments at the rate of two weeks per ~~annum~~ not to exceed three months salary.

each year of service

ARTICLE XIX - DURATION

each year of service

1 Year

38 Park Row
New York 38, New York

AGREEMENT Made this ______ day of January, 1961, by and between JAMES R. ROBINSON, hereinafter referred to as "ROBINSON" and the CONGRESS OF RACIAL EQUALITY, hereinafter referred to as "CORE."

WITNESSETH:

WHEREAS, CORE is desirous of retaining the services of ROBINSON; and

WHEREAS, ROBINSON is desirous of continuing his relationship with CORE.

IT IS THEREFORE AGREED AS FOLLOWS:

1. CORE will employ ROBINSON for a period of two years from December 5, 1960 as Membership Director of CORE.

2. CORE will pay to ROBINSON the sum of nine thousand ($9,000.00) dollars per annum in equal bi-weekly installments.

3. ROBINSON agrees to devote his efforts and all reasonable time on behalf of CORE as Membership Director and agrees to perform to the best of his ability duties required of him, specifically those of membership maintenance and recruitment through direct mail, holiday card promotion if any, and other similar and related activities. ROBINSON shall have primary responsibility for the use of the mailing list of CORE by any outside party. A full-time membership clerk, approved by ROBINSON, shall be assigned to ROBINSON and additional clerical services shall be probided as needed for the proper functioning of the membership department.

4. This agreement shall renew itself for periods of one year unless at least sixty days prior to the expiration either party gives notice of termination or of a desire to modify any of the terms herein. In addition, at any time during the term of the agreement, CORE may cancel and terminate this agreement upon notice in writing to ROBINSON. In the event of such termination, CORE shall pay ROBINSON six (6) months severance pay in bi-weekly installments beginning immediately. ROBINSON may cancel and terminate this agreement upon

two (2) weeks notice in writing and CORE shall pay to ROBINSON three months severance pay in bi-weekly installments beginning immediately. Upon fulfilling of the obligations as set forth herein all responsibilities and obligations of each party to the other shall cease.

5. In addition to the terms and benefits under this agreement, general increases or increments, sick leave, vacations, insurance benefits, etc., granted under the Union contract to the professional and administrative staff of CORE during the term of this agreement or any renewal thereof shall be governed by the terms of the Union agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

James R. Robinson

James R. Robinson

Congress of Racial Equality

BY: Charles R. Oldham

National Chairman

Salary levels, CORE Executives

less 2%:

Robinson........	$8,000.00
Rich............	8,000.00
McCain..........	5,900.00
Carey...........	5,200.00

added since 2% cut:

D. Bolden	$90 per week	(received $10 increase before Convention)
M. Robinson	$80 per week	
R. Boyd	$80 per week	
M. Johns	$50 per week	

Bonus plan:

restore 2% cut retroactively

also give 1 or 2 % on all earnings since hiring.

20,000
02
400.00
160
560

16000
2
320.00

6,000 — 8,300
6,100 — 8,300
6,200 — 6,200
5800 — 5800
30,600

[illegible]

12 | 300
300
60

Inventory
Small Corres
Brotherhood
letterhead
— Inventory

MEMBERSHIP Secretary

The Membership Secretary shall function in: (1) membership maintenance and recruitment through direct mail; and (2) Holiday Card promotion.

He shall have control of the use of the CORE mailing list by other groups. This shall usually be handled on an exchange-basis only.

Mailings of CORE material to the CORE list, not involving fund-raising, should be checked with him in certain cases. The CORElator, for example, need not be checked. But mailings to national members in a city about interest in forming a CORE group should be checked (as is done now). Also mailings about program emphases for a particular city or area, and so forth. In this checking, the Membership Secretary shall concern himself with phrasing to make it clear that we appreciate these national members as contributors only if they are not interested in the new group to be formed, the program emphases, etc. In other words, the Membership Secretary's interest is in keeping the person as a contributor whether or not he will do anything else. This kind of checking, as it has been done, should ~~not cause~~ not be a source of difficulty or conflict.

During most of the year, the Membership Secretary shall have the assistance and primary call upon the membership record clerk (now Genevieve Jennings) ~~and the change-of-address clerk~~ and secondary call upon the change-of-address clerk (whose first function is switchboard and receptionist). (presently done by Jocelyn Boyd).

Twice a year, at the time of the Budget Appeal and at the time of the follow-up cross-check, it will be necessary to have the assistance of all the office staff. This can be handled in part by overtime weekend work so that other office procedures are not disrupted too much. I think that the present staff understands the necessity for these two periods of concentration. In smaller follow-ups, some extra help from office staff may also be necessary.

It is understood that up to 35% of the total income of the organization may be spent in the Membership Maintenance and Recruitment category. This category includes salary allocation, change-of-address, membership records, receipting, and cost of mailings to the CORE list (maintenance) and to outside lists (recruitment). The cost of enclosures ~~which are developed~~ to go with the mailings is charged to Public Information.

To be discussed by staff

The number of recruitment mailings is up to the Membership Secretary within the 35% limitation. Should it ~~n~~ seem wise to exceed the 35% limitation at any time, this may be done with the consent of the National Director. It is also understood that the limitation can possibly be exceeded accidentally as there is never a guarantee of what any mailing will bring in (also, once or twice in the past, large mailings have gone out in the last month of the fiscal year, with returns largely falling into the following year). It will be necessary to the Membership Secretary to have fairly recent data on the cost-income ratio of this operation so that the 35% is not exceeded inadvertently.

Holiday Card Promotions: These promotions, as at present, will be at the discretion of ~~the~~ Robinson. Every attempt will be made to produce a profit, or at least break even, but we have not yet developed enough of a pattern to make any guarantees. Ordering cards, etc. shall be his responsibility; sending the packages, inventory, etc. shall be responsibility of office manager and assistants.

a national organization with affiliated local groups working

CONGRESS OF
CORE
RACIAL EQUALITY

to abolish racial discrimination by direct, nonviolent methods

38 PARK ROW
NEW YORK 38, NEW YORK
COrtlandt 7-0035

Carl Rachlin, Esq.
general counsel

ADVISORY COMMITTEE
Ralph Abernathy
James Baldwin
Roger N. Baldwin
Algernon D. Black
James B. Carey
Allan Knight Chalmers
Grenville Clark
Earl B. Dickerson
Eugene E. Frazier
Harold Gibbons
Roland B. Gittelsohn
Arthur J. Goldberg
Sidney Hollander
George M. Houser
E. Stanley Jones
Martin Luther King
Will Maslow
A. J. Muste
A. Philip Randolph
Ira DeA. Reid
Walter P. Reuther
Jackie Robinson
Arnold M. Rose
Lillian Smith
Gardner Taylor
Howard Thurman
Goodwin Watson
Jerry Wurf
Charles S. Zimmerman

OFFICERS
Charles R. Oldham
chairman
Henry Hodge
vice chairman
Anna Holden
secretary
Lula A. Farmer
treasurer
James Peck
CORElator editor

regional representatives
Gladys Harrington
Walter Hayes
William Larkins
Evelyn J. Rich
Frank Robinson
Sterling Stuckey
Earl L. Walter

STAFF
Thomas Gaither
Richard Haley
Genevieve Hughes
James T. McCain
Joseph P. Perkins, Jr.
field secretaries
Gordon R. Carey
field director
Marvin Rich
community relations director
James R. Robinson
membership director
James Farmer
national director

April 1961

Dear Friend:

Behind bars for Freedom!

That is the paradox which Field Secretary Thomas Gaither explains in the pamphlet I am enclosing for you.

Here we have an idea whose time has come. As Mr. Graham, one of the jailed students, said, jail "strengthened my conviction that human suffering can assist social change." This is the kernel of Gandhi's teaching, and, after almost twenty years of work, CORE is at last succeeding in popularizing the aggressive sacrifices without which discrimination would continue in America for many decades to come.

Over all these twenty years, we have had a trickle of victories. This past year, the trickle has become a flood.

But the goal of integration and a brotherly America is still beyond our grasp. The Congress of Racial Equality (CORE) has many actions planned, not only in the South but elsewhere, to move closer to the goal. Perhaps the most dramatic is the Freedom Ride -- an interracial bus trip from the Nation's Capital to New Orleans -- to challenge segregation on the buses and in all facilities at bus stops in South Carolina, Georgia, Alabama, Mississippi and Louisiana!

We have the methods which can win. We have the victories which can enlist many new participants for the struggles still to come. But we do not have the money to sustain and advance the CORE program. That is why I turn to you for help.

We have enjoyed your support in prior years, but, according to our records (and please let us know if we are mistaken), you had not given during the first ten months of the current fiscal year (June through March). Now, with only about a month remaining to the end of our fiscal year, we are turning to you for the support we must have if our program of action is not to falter.

Please keep faith with those who went to jail -- by sending you generous contribution in the enclosed postage-paid envelope. Add your sacrifice to theirs, and we can all feel confident that America will continue to move toward realization of genuine Brotherhood.

Sincerely yours,

James R. Robinson

James R. Robinson
Membership Director

JRR/ckh
encs.

150

MEMO

Marvin Rich

from J. Robinson

1. Important to write letter and send check showing deductions to Mrs. Lottie Hamilton. Please check with me when finished. do saturday

2. If check to Barbara Broxton has not gone through, it should not: check Action Committee minutes & you will find that the money was only for books, etc. when returning to school.

3. Please write Catholic students about expense money for M. Robinson.

4. On any further public relations appearances, such as NSA, check financial arrangements in writing first before making commitment & then check with me: in current state of finances, we cannot make such appearances at our expense in total. With NSA, it probably was not necessary: let's check the correspondence on that from time M. Robinson was invited and we said someone else would be substituted.

5. National Action Comm. minutes [illegible] to me for final editing & mimeo.

502 E. Kingsley
Ann Arbor, Mich.

Sept. 26, 1961

Mr. Charles Oldham
722 Chestnut, Room 218
St. Louis 1, Mo.

Dear Charlie:

I am pleased to see you are broadening the representation of the National Action Committee by appointing members from CORE groups in the New York vicinity.

Concerning your proposals. I would personally prefer someone other than Alan Gartner as one of the appointees. As you may know, I attended the housing workshop in Boston, and I was very frankly disappointed in the lack of focus on direct action and the limited amount of time given to looking at the housing question from the standpoint of ideas and techniques that CORE groups could use or explore. The Boston CORE group appears to be limited in its understanding of the direct action approach and conservative in its use of direct action. For example, they do not notify owners or managers when they plan to picket and they have turned over most of their housing cases to the Massachussets Commission Against Discrimination, with the result that some of these have become involved in lengthy Commission investigations and legal cases. (One case is now being contested by the realtors and is slated for the U. S. Supreme Court, which will mean one to two more years of litigation.) Alan did not strike me as a person who is particularly creative or imaginative in the area of direct action approaches, and I think it is very important that persons on the NAC have this quality. I will say he does not seem to be as conservative as the rest of the Boston group.

I would suggest that you explore other possbilities in the Boston area, in Baltimore, Washington and in some of the otherNew York metropolitan area groups. Aren't there some good old-time CORE people in Boston? Michael Rice? Herb Kelman? Could Julius Hobson from Washington be an appointee?

Since I know nothing of the Philadelphia candidate, I willabstain from voting on him. I will, however, mention the fact that the Philadelphia delegates to the Boston workshop seemed to be very impressed with the fair housing laws as the answer to the housing problem.

I hopeit will be possible for Rudy Lombard to attend NAC meetings and that some arrangements for his travel expenses will be made if he is not financially able to meet this himself.

Minutes got off this week. I don't like this paying of fines in Mississippi. It seems to me we will be paying for these Freedom Rides for a long time in more ways than just spending money.

Best wishes,

Sincerely,

Anna Holden

PS Note correct address.
cc Jim Farmer, Henry Hodge

October 7, 1961

Mr. James Farmer
National Director of CORE
38 Park Row
New York 38, New York

Dear Jim:

As you know, there are two vacancies on the National Action Committee and I would like to appoint two individuals to fill these vacancies as soon as possible. The first person I would like to appoint is Allan Gartner. Allan is the cahirman of Boston CORE, was on the staff of the Housing Workshop in Boston and has attended Council and Convention meetings.

The other individual is Leverne McCummings, present chairman of Philadelphia CORE. Last year he was the chairman of the student movement at St. Augustine's College in Raleigh, North Carolina.

Both individuals have been contacted and have indicated that they would be willing to travel to New York for the purpose of attending the Action Committee meetings. CORE will have to bear the travel costs, but they will be slight. The appointment of these two individuals would give some area of distribution in terms of representation on the Action Committee.

I am sending carbon copies of this letter to Jim Peck, James Robinson, Marvin Rich and Gordon Carey. I would like to receive a letter from all individuals named herein indicating whether they will approve the appointments of Allan Gartner and Leverne McCummings.

Very truly yours,

Charles R. Oldham

Charles R. Oldham

CRO:el
cc: Jim Peck, James Robinson,
Marvin Rich, Gordon Carey

Marvin

MEMO:

TO: STAFF 1962

FROM: JIM FARMER

RE: Staff Retreat April 1-April 8

There have been several inquiries regarding bringing the families of staff to the staff retreat. The capacity of Powell House is 30 persons and there are a limited number of double rooms. Presently 20 staff persons are scheduled to attend the meeting. It would be possible for wives and children to be accommodated on a first-come, first-served basis. Staff members will have to bear the cost of bringing their families. Adults are charged $3.50 the first night, $2.50 thereafter and $3.00 a day for meals. Transportation is $12.14 round-trip from Grand Central Station. Children will not be charged for if they share the room with their parents and if the parents take charge of arrangements for the children's meals. Unless a staff person brings a car (presently not contemplated) there will be only one opportunity to buy food for children --Powell House cannot run a taxi service to buy groceries at nearby Chatham, so if you intend to bring children remember you will have to buy groceries to last fo the entire stay. There are no facilities for child care at Powell House so wives will have to look out for the children. Recreational facilities include ping-pong, volley ball, hiking and T. V.

If you wish to bring your wife and children please notify Genevieve Hughes by Monday, March 19. Please give ages of children. No reservations for family will be made after that time unless there are unaviodable reasons for a delay in making the reservations. If you plan to bring a car also let Genevieve know by that time.

If you arrive by car allow at least 4 hours from New York City and please be at Powell House no later than 1:00 P.M. Sunday, April 1 and do not plan to leave until after 6:00 P.M. Sunday, April 8.

Bed linen is provided but please bring your own towels and washcloths.

Breakfast will be at 8:00, lunch at 12:30 or 12:00 and dinner at 6:00. We hope the schedule will allow some time for recreation but at present we plan to be meeting in the mornings, afternoons and evenings. The schedule will allow some flexibility however, except for meal hours.

The following is the train schedule from Grand Central Station to Chatham and back:

Leave Grand Central		**Arrive Chatham**	**Leave Chatham**	**Arr. Grand Cent.**
Weekdays:	4:32 P.M.	8:05 P.M.	Weekdays	
Friday:	6:50 P.M.	10:25 P.M.	7:10 A.M.	11:00 A. M.
Sat:	1:10 P.M.	5:00 P.M.	Sunday	
Sun:	9:05 A. M.	12:46 Noon	2:55 P.M.	6:30 P.M.
			6:50 P.M.	10:14 P.M.

We have finally gotten the staff meeting planned, at least on paper. We think it is shaping up quite well. If you have read all of the information that has been sent out on it, you are pretty much up-to-date. If you have not, please do so at your earliest convenience.

Included in this mailing is a general plan for the total meeting, including the topics for sessions and people who have volunteered, or who have been volunteered. You will notice your name by one or more assignments. We felt the necessity of giving some direction as to what specifically will be expected from each of you.

You will notice that each session has a general topic and is broken down into specifics. This was done to help indicate a direction. People were chosen for session on the basis of their knowledge and/or interest in any given area.

Each session will be handled by a committee. The names are listed by each. (You will find that information on the accompanying memo.) The function of the committees is to present their topics to the rest of the staff, in any manner they choose. The objective is to stimulate discussion (to examine the question with all its ramifications), to help us focus on the pertinent questions, and hopefully reach some conscensus or solutions to our problems. A day has been set aside (Sunday) for committees to get together to formulate their presentation. The convener of each group assumes the responsibility of a chairman.

ASSIGNMENTS:

Marvin Rich:

We'd like you to work with the group that will be handling the discussion on CORE philosophy. The other members of the planning committee are Tom Gaither,(the Convener), and Fredricka Teer.

We would also like you to handle the session in the Field Staff meeting that has to do with Public Relations. We felt that that section of the staff meeting should emphasize the "how to do" aspect of our functioning. Hopefully, the theoritical aspects of it will be covered during the general meeting. Norman Hill has been asked to work with you, since he voiced the question that has been in the back of many minds -- CORE's relationship to other organizations.

Marvin

GENERAL STAFF MEETING

The following agenda has been drawn up for the Professional Staff Meeting from April 2 through April 5. Groups of persons have been assigned to prepare the presentation of topics listed below on the basis of the interests and experience. As the staff will arrive at Powell House around 1:00 P.M. on Sunday, April 1 this will allow ample time for these groups to get together and discuss their topic and decide how to present it. A convener has been named for each group and his name and address is given below. Anyone who wishes to prepare written material that they wish to have encorporated into the initial presentation please submit it to the convener. Everyone is encouraged and urged to do as much preliminary thinking as possible and to submit it in writing if desired to the appropriate person. If you are not assigned to prepare the discussion for any topic but are interested in one in particular please let Genevieve Hughes know and you will be included among those who are to present that topic. Naturally it is expected that everyone will take part in discussions. The agenda below can be amended when the staff meets.

MONDAY APRIL 2

I. CORE History. Historical background of CORE before 1960. Jim Farmer (scheduling is tentative)

II. CORE Philosophy. Convener: Thomas Gaither, 144 West Church St., Jackson, Miss. Others, Fredricka Teer, Marvin Rich

1. Non-violence
2. What is meant by the CORE way of doing things, what is our basic philosophy and how is it related to action?
3. Can the Rules for Action be interpreted to apply to any non-CORE activities or to relations among CORE members
4. Review of each Rule for Action

TUESDAY, APRIL 3

III. Problems of Direct Action. Convener: Richard Haley, CORE, 38 Park Row, New York 38, N. Y. Others: Dave Dennis, Marvin Robinson, Hank Thomas

1. What are the conditions for successful mass action and when is it a desirable goal?
   Discussion of Albany
   Discussion of Baton Rouge
2. The role of CORE groups in mass actions. Techniques of community involvement.
3. Long term jail sentences and/or heavy fines -- how should we deal with them?
4. How can we cope with counter-moves (boycotts) by the opposition?

WEDNESDAY APRIL 4

IV. Program considerations. What is CORE thinking on.
Convener: Gordon Carey, CORE, 38 Park Row, N. Y. 38, N. Y.
Others: Norm Hill, Jim Mccain, Bill Larkins

1. Housing
   a. Urban renewal. What kind will provide an integrated community?
   b. Quotas. Do they foster or hinder integration?
2. Employment
   a. The nature of discrimination in the skilled trades.
   b. Priority areas of employment.
3. Voter registration. Its relation to CORE's aims and objectives.
4. Program priorities. Freedom Highways, etc.

THURSDAY APRIL 5

V. CORE Structure and Organization. Convener: Norman Hill, CORE, 38 Park Row, N. Y. 38, N. Y. Others: Jim McCain, Jim Farmer, Genevieve Hughes, Mary Hamilton.

1. Local autonomy.
2. Disaffiliation.
3. Membership provision.
4. Voting representation of multiple CORE groups in metropolitan areas.
5. Our relationship with metropolitan councils.
6. What constitutional changes shall we work for?

FIELD STAFF AGENDA

FRIDAY APRIL 6

A. The Field Staff relationship to the National Office. Jim McCain.

B. Public Relations. Marvin Rich. Norman Hill.

1. How to write a press release.
2. How to call and arrange a press conference. When?
3. Other publicity.
4. CORE's relationship to other organizations.

SATURDAY APRIL 7, SUNDAY MORNING APRIL 8

C. How to run a workshop. T. Gaither, F. Teer, D. Wendell, G. Hughes, G. Tournour, B. Larkin, J. McCain, N. Hill, H. Thomas. Jerome Smith.

1. General outline of a workshop.
2. The content of a workshop session on:
    - a. Non-violence and negotiations
    - b. Picketing
    - c. Sitting-in, standing-in
    - d. Choosing and planning an employment program
    - e. Choosing and planning a housing program
    - f. Voter registration
    - g. Planning a Northern school desegregation program
    - h. Marches and rallies
    - i. Conduct in jail
    - j. Raising funds

SUNDAY AFTERNOON, APRIL 8

D. How to organize a CORE group. D. Wendell, G. Hughes, M. Robinson

democratic function
developing leadership

CHESTNUT 1-5088 -- EVERGREEN 2-6051

September 21, 1962

James Peck
552 Riverside Drive
New York 27, New York

Dear Jim:

Apparently the office situation is being resolved of its own accord to some extent. I understand that Fredericka Teer is now in California and I think that we should try to keep her there as a regional representative on the West Coast. This move would accomplish at least part of the items you mentioned in your report earlier this year and if a few of the shifts could be made I think that we would be in pretty good shape. I understand that Haley is not too happy in the job he has in New York office and I think that we should consider possibilities that he might want to move to New Orleans. When Rudy Lombard returns to New York, I wonder if you could talk to him about Marvin Robinson's situation and also to McCain to see whether Robinson is functioning on a worthwhile basis in that area. If he is not he should not be retained after the six-month probationary period and if Haley is interested in New Orleans perhaps this could be offered to him.

Moving to another point seems to me that we are severely handicapped in the fact that we do not have any white field representatives in the South. If we are to maintain the interracial aspects of our organization,it is essential that we have a few more white field representatives on the payroll, and I am particularly interested in trying to move into the southern college areas and a white representative is essential to a program of this nature. I plan to talk to McCain on the phone in the near future about Marvin Robinson and express some of these ideas to him. This letter is being written to you because of Farmer's personality. ~~it is necessary~~ I know that Jim only moves under pressure and the move individuals that approach him with suggestions along this line the more receptive he will become to making a move himself.

I understand that the scholarship, education and defense fund has now been incorporated and some time in the near future somebody will be needed to headup this other organization. Here again, it is essential that we move with extreme care as to the person that is selected. It should be somebody who has a real potential, closely connected with CORE. My feeling is that if the wrong person is originally placed in charge of operation that we will be facing problems in the future if we decide that some one else can do a better job. I know that Farmer has been thinking in terms of Gordon, but I feel that his consideration of Carey has been primarly directed toward giving him a job rather than thinking in terms of a long range need, for a person who will be capable of developing the scholarship fund to its full potentials. I think the person who is placed in the job should be the person who could remain in that position.

My particular concern at the present time is the employment of a white field secretary in the South. I would appreciate your mentioning this to Farmer and perhaps to some of the other members of the Action Committee.

Very truly yours,

Charles R. Oldham

P.S. I decided to send a copy of this letter to Alan. There really isn't enough time for considered thought at the meetings I attend and we should occassionaly share mutual concerns.

arles Gar
check back

December 8, 1961

Rudy Lombard
623 Crouse
Syracuse, New York

Dear Rudy:

I understand that the next action Committee of CORE is scheduled for December 15. I think it would be appropriate at that time to bring before the NAC the question of an increase in salary for Jim Farmer. He was hired in February, 1961 and , of course, has done an outstanding job. The Union contract has been completed with pay raises retroactive to November 1, and Marvin Rich and Gordon Carey who are not covered under the Union contract have received annual increases as of their anniversary date which was November.

The original salary for James Farmer was $10,000.00 a year and my recommeddation would be to increase the salary to $11,000.00 per year.

Carbon copies of this letter are being sent to all members of the action Committee except to James Farmer.

Very truly yours,

Charles R. Oldham

CRO:el

AL EQUA

to abolish racial discrimination by direct, nonviolent methods

38 PARK ROW
NEW YORK 38, NEW YORK
COrtlandt 7-6270

James Farmer
national director
Richard Haley
associate
Gordon Carey
assistant
Carl Rachlin, Esq.
general counsel
ADVISORY COMMITTEE
Ralph Abernathy
James Baldwin
Roger N. Baldwin
Katrina M. Barnes
Algernon D. Black
James B. Carey
Allan Knight Chalmers
Grenville Clark
John Cogley
Earl B. Dickerson
Eugene E. Frazier
Harold Gibbons
Roland B. Gittelsohn
Sidney Hollander
George M. Houser
E. Stanley Jones
Bishop F. D. Jordan
Martin Luther King
Douglas Levin
David Livingston
Will Maslow
A. J. Muste
Dorothy Norman
A. Philip Randolph
Ira DeA. Reid
Walter P. Reuther
Hobson R. Reynolds
Jackie Robinson
Arnold M. Rose
Fred M. Shuttlesworth
Lillian Smith
C. K. Steele
Gardner Taylor
Howard Thurman
Bishop W. J. Walls
Goodwin Watson
Joseph Willen
Jerry Wurf
Charles S. Zimmerman
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Floyd B. McKissick
chairman
Rudolph Lombard
1st vice chairman
Wilfred Ussery
2nd vice chairman
Ralph Rosenfeld
secretary
Alan Gartner
treasurer
James Peck
CORElator editor
STAFF
Norman Hill
program director
James McCain
director of organization
Marvin Rich
community relations director

January 6, 1963

FROM: Norman Hill

CORE, which has been in the forefront of direct, nonviolent action in the civil rights movement, is now seeking to deepen its concerns, to broaden its objectives in keeping with its basic goal of seeking a truly racially open society.

As our leadership, staff and active members throughout the country think through new and fresh dimensions ~~in order~~ for CORE to maintain its thrust in the civil rights revolution, it is important to remember the philosophy and spirit upon which our organization was founded.

Nonviolence was chosen as CORE's method, not out of fear or reluctance to confront the problem of race bias with militance and a sense of urgency, but because of a conviction that nonviolence was and is a powerful social force to marshal the assets of active goodwill, non-retaliation, and public opinion combined with direct action, to bring an end to segregation and discriminations North and South, dedicated, disciplined CORE groups ~~have~~ through action programs stet ~~have~~ begun to break through the wall of Jim Crow.

Page 1. cont.

of the task, the justified impatience of the minority community and the stiffening resistance in some areas of our opponents, that nonviolent direct action is ~~still~~ most relevant. In fact, more than relevant, for CORE holds the position that direct nonviolent action is the most effective way to eliminate race bias in employment, schools, housing and voter registration.

A prime factor in our achievements, which have been significant, has been the ability of our active members to conduct themselves through training with dedication and discipline. Now and in the future CORE and nonviolence may be tested as never before. Our ability to meet that challenge depends to a great extent on the will with which we maintain our discipline, the effort we make to train our members as CORE chapters across the country grow and attract more and more people, and the steadfastness with which we remain dedicated to our basic method.

Equally important is the continued realization that there is an intimate relationship between the means and our desired end. If our purpose is to extend the opportunity for full participation in our society, regardless of race, consistency, morality and efficacy necessitate that we practice democracy within our own ranks. Inherent in the CORE Rules for Action is concern for the rights of the individual and the value of internal democracy. Honest discussion and debate are the cornerstones of an open society. The openness of the decision-making process has a crucial bearing on the spirit and dedication with which a project is pursued and the likelihood of a successful conclusion.

- cont. -

As we move into 1964, a year which may be fraught with trials of [illegible] unforeseen dimensions, the progress made toward the achievement of the reality of racial justice for all Americans may turn on our own dedication to the two powerful social forces of nonviolence and democracy.

[illegible] Rich, Marvin - Correspondence 1964 - 1965, June

Box 12
Folder 15

May 25, 1964

CORE - Congress of Racial Equality
38 Park Row, New York 38, New York
COrtlandt 7-6270

TO: CORE Group Leaders
FROM: Community Relations Department

1. CORE Radio Programs -- Ed Hollander has been working in Mississippi and Louisiana for some months. He has prepared a series of radio tapes which can be played on CORE radio programs. They detail stories of police injustice, of our Community Centers, voter registration drives, etc. Coming tapes will tell the story of our Convention Challenge efforts. Those CORE Chapters which have regular radio programs and would be interested in using these Reports From The South should let community relations know immediately. No, we don't have enough tapes available to let you have them if you don't have an outlet which will definitely use them. However, we can let you have some for special rallies, benefits, etc.

2. Mississippi Poll Tax Receipts -- Photocopies of Mississippi Poll Tax Receipts are available for $2 each from the community relations department. Funds from the sale of the receipts will be used to finance the summer program in Mississippi. Many people will want to own these poll tax receipts and to support our on-going thrust in Mississippi at the same time.

3. CORE Wants a Fair World buttons with a picture of the Unisphere in the center measure 1½ inches in diameter. They can be ordered for 10¢ each and are designed to sell for a quarter. We need the money.

U. F. 49

POLICE DEPARTMENT
CITY OF NEW YORK
NEW YORK 13, N. Y.

BCI #5040

September 23, 1964.

George Schiffer, Esq.,
40 East 49th St.,
New York, N.Y. 10017

Re: 48 requests
return of
FP & Photos.

Dear Sir :

Section 940 Code of Criminal Procedure imposes the duty upon police departments to fingerprint and photograph persons arrested charged with crimes and offenses enumerated in Section 552 C.C.P. The violations for which your clients were arrested on or about April 22, 1964, Sections 2036, 1851 and 722-2 of the Penal Law, are not included in this section. Your clients therefore were not fingerprinted by this department on arrest.

Section 516 of the Penal Law provides for the return of fingerprints and or photographs under certain conditions. If any of your clients were fingerprinted in Criminal Courts upon conviction, they are not eligible for the return of such prints. Such fingerprints are retained in the Criminal Courts Fingerprint Section, 100 Centre Street, New York 13, N.Y.

If fingerprints were taken for the purpose of bail, it is suggested that you apply to the Department of Correction, 100 Centre St., New York 13, N.Y., for return of such fingerprints.

Herewith are returned the forty-eight (48) requests for return of fingerprints and photographs, together with the Transcripts of Record for each, which you forwarded with the requests, to this department.

Very truly yours,

Laurence J. McKearney

mb

Chief Inspector.

As a concerned citizen, you are undoubtedly planning to exercise your constitutional right to vote on November 3 -- along with millions of your fellow-Americans.

> Yet despite the explicit guarantee of the Fifteenth Amendment to the U.S. Constitution, other millions of Americans will not be permitted to vote.

The reason? Their race. Many will try to register, of course, and will be turned back. Many will not even try, for fear of bloody reprisals. For in much of the South, the would-be Negro voter faces a powerful combination of opposition from White Citizens Councils, from "Birchers," even from state and local police.

Neither "law-enforcing" nor law-breaking segregationists are shy about it. The entire nation was shocked by the awful fate which befell CORE staff members James Chaney and Michael Schwerner and student volunteer Andrew Goodman. For the first time, many Americans were made aware of the violence racists are capable of. But the fact is, the same cruelty, bloodshed, and totalitarian brutality has been used to terrorize the southern Negro since Emancipation.

[illegible]

For precisely this reason, courageous Americans are participating in a concerted voter registration drive throughout the South. In many areas, those who are registered will be the first of their race ever to help elect a President of the U.S!

CORE will help in every way possible, especially in the hard-bitten areas of Mississippi, Louisiana, and northern Florida. But our nonviolent struggle to maintain the integrity of the 15th Amendment will not be easy. Many of our brave men and women -- white and Negro -- will be beaten and jailed. Others, perhaps, cut down.

Yes, the courage of our freedom workers is magnificent ... but, by itself, it is not enough to win the battle. Your support is needed for the medical care, legal costs, &bail bonds that can make the Constitution meaningful to tens of thousands of Americans. I hope you will give $10 -- more if you can, less if you must. But whatever you give, please mail it ~~today~~ in the envelope above today! Time is fleeting -- and we need you NOW.

Sincerely,

James Farmer

Box 56, Route 2,
Tchula, Mississippi
December 19, 1964

Dear Mr. Norman:

This letter is written in regard to Mr. Lanier Smith, the recently elected chairman of the A.S.C.S. Local committee in the Acona community of Holmes County, Mississippi. Since the election, Mr. Smith, as chairman of the Acona district of the county, has been subjected to economic pressures of various kinds.

The most recent and most drastic of the economic repraisals has been the re-possessing of Mr. Smith's pick-up truck without due process of law or just cause. Mr. Smith owes Clement Cheverolet Co. of Durant, Mississippi a sum of $230 which is not due until December 22, 1964. The truck was re-possessed December 14, eight days before the payment is due. Since Mr. Smith needs his truck for his work, it is impossible for him to earn any money until he has his truck again.

Mr. Smith would like to make arrangements for a loan of $126 to pay the entire bill owing to Clement Cheverolet.

This loan can be re-payable at the rate of $25 per month until the amount is fully paid.

Thank you for all consideration that you give this matter.

Yours truly,

Ed Brown

Ed Brown

Palisades, New York
December 28, 1964

CORE Scholarship, Education & Defense Fund, Inc.
1 Union Square West
New York City

Dear sirs,

I have this day made a loan of $126 to Mr. Lanier Smith of Acona, Holmes County, Mississippi, repayable without interest in 6 equal monthly installments of $21 payable on or before the 15th day of each month commencing February 15, 1965.

I hereby as ofthis date assign all my right, title and interest in the aforesaid loan and note to "CORE Scholarship, Education & Defense Fund, Inc." as a contribution. Mr. Smith has been informed of the assignment. When I receive his note I will pass it on to you.

Yours truly,

Andrew E Norman

Andrew E. Norman

1/4/65

December 31, 1964

Mr. Marvin Rich
CORE National Office
38 Park Row
New York 38, New York

Dear Marvin,

Enclosed is a copy of the outline of the workshop proposed for January 21 through 23. Under separate cover I am sending half dozen more of them to you to scatter among SEDF people as seems best to you. I am sure you remember I spoke to you concerning possible subsidy of this conference, and the following ones, by SEDF. I am completely serious about this subsidy idea because it should be possible for every southern staff member to attend. I have already contacted Dr. Wells of the Medical Committee for Human Rights; he promises that representatives will be there both to discuss the medical program in the South and to give physical examination to staff workers. I expect to have lawyers who are familiar with Louisiana, Mississippi and Florida respectively or at least the first two. I expect to have Art Thomas to lead the discussion on the work of the National Council of Chruches. Therefore I am urging mightily that you make an effort to get a commitment from SEDF, eventhough I realize the date for its meeting is long since past.

Since I want to get this off quickly, I will save till later the points on other matters that I feel should be discussed now.

Sincerely,

Richard

Richard Haley
CORE Southern Director

RH/vjr

CORE SOUTHERN WORKSHOPS

December 24, 1964

The CORE Southern Program is a broad undertaking which attempts to touch the lives of southerners at many points. Each of our workers is concerned with one or several such points, but few have the opportunity to see our full program in depth. This workshop is the first of three scheduled to be held before summer, 1965: Jan. 21-23, March 25-27 and May 27-29.

The subject matter of the three conferences will not vary appreciably. There are three general topics: program, CORE organization and procedures, and non-CORE services(legal aid, etc.). Sessions will be set up in small-group workshops. For the most part, resident staff-people will serve as discussion leaders, but some non-CORE resource persons play an essential role in explaining their special activities.

Either in part or in toto, the conference may handily consider these basic questions:

1. To what human need(s) is this program(or project) addressed?
2. Can you state a goal for it?
3. What methods or activities are presently employed to carry out the program?
4. Can you evaluate the effectiveness of these methods?
5. What programmatic changes and/or additions are necessary?
6. How does your project fit into the total program?

There are presently sixty-five field secretaries and Task Force workers on the CORE staff, plus fifteen or so volunteers. We plan for at least five additional resource people, a number that had best be considered as ten. This adds up to an approximate total number of ninety people, of whom eighty will be from out-of-town. A budget is appended, together with an agenda for the workshop.

A Brief Description of Each Element of the CORE Southern Program To Be Included in The January Workshop(1965)

Community Organization. This is not really a programmatic item, but a technique to be used in all the CORE programs. The technique centers around our efforts to determine:

1. What socio-economic problems are most important to members of the Negro community?(*)
2. How can we adapt CORE's ideas and resources to those needs?

(*) For instance, CORE southern staff tends to regard public accommodations campaigns as superficial compared to such fundamental concerns as job-training. But it is recognized that success in the latter may only be achieved by using public accommodations as a means of establishing solid rapport with the people.

Food and Welfare Program. Many Negroes have lost jobs, customers or local credit because of their participation in the civil rights struggle. Others, already unfortunate, have been dropped from subsistence programs or relief rolls. The CORE Food and Welfare Program attempts to provide sufficient subsistence that these people will not be obliged to give in to segregationist pressure to "Come back in and be a good boy." Resources for this program are obtained from donations and from such federal agencies as the Food-stamp Program. Solicitation, transportation, storage and distribution of these goods are all problems.

Community Center. This may house any number of programs: library, game-rooms, freedom school, nursery, adult literacy program, etc. Its function varies according to needs, available resources and imagination.

Freedom Schools. This institution usually works on a four-point program: basic literacy, communication and mathematics; Negro history; human relations in the immediate community and in American life generally; popular subjects not included in the current curriculum of local Negro schools. In most instances the Freedom School draws exclusively from the teen-age group.

Political Education. There are three areas of inquiry: procedures of voter registration, study of local and state government and local organization for most effective use of the ballot.

Federal Programs. Up to now, most of our concern has been in those programs designed to help rural people. Still to be explored are federal assistance in housing, job-training, community welfare and all the elements of the Economic Opportunities Act.

CORE Policy and Procedures. There are not many CORE chapters in the South. In Mississippi, COFO is a more familiar organization than CORE. The "project"(Canton, Meridian, etc.) has developed its own modus operandi. Thus it is necessary to acquaint the staff members with many particulars of the organization of CORE.

BUDGET
FOR FIRST SOUTHERN CORE WORKSHOP, Jan. 23-25.

It is likely that some of the listed expenses may not amount to as much as estimated. There is the possibility of some free housing and free rental of conference facilities. In any event, an accurate record of receipts and disbursements will be kept, and submitted to the national office at the conclusion of the conference.

Housing for eighty people@ $4.00 per da.	$320.00/	3 days	960.00
Travel expense(see below) round-trip			330.50
Food 2 meals daily @ 75¢/meal	120.00/	3 days	360.00
Rental of conference facilities @ 25.00/da.			75.00
Information kits @ 60¢/person			48.00
Incidentals and emergencies			75.00
	Estimated TOTAL		1848.50

Note: Travel expense is computed on a mileage rate of 5¢/mile for one car each from North Carolina, South Carolina, Jackson, Miss. and Alexandria, La.; two cars each from Florida, Baton Rouge and Monroe, La.; three cars each from Canton and Meridian, Miss.

Route 2, Box 56
Tchula, Mississippi
January 1, 1965

Andrew E. Normen
(President, CORE Scholarship,
Education & Defense Fund, Inc.)
Palisades, New York

Dear Mr. Norman,

We have received your letter of December 28 containing the check for $126 for Lanier Smith. The check has been turned over to him. He has signed the three copies of the note and I have witnessed them. He is in possesion of one copy; the other two are enclosed in this letter.

I am happy to write that this loan has enabled Mr. Smith to recover his truck. He has asked me to express his gratitude to you in this letter.

Mr. Smith will send his payments directly to you without channeling them through us. If there is any difficulty concerning his payments please let us know that we may look into the problem.

Yours for Freedom,

John N. Allan
COFO

(acting for Ed Brown)

Acona, Mississippi
January 2, 1965

Andrew E. Norman
President, CORE Scholarship, Education & Defense Fund, Inc.
Palisades, New York

I, Lanier Smith, of Acona, Holmes County, Mississippi, acknowledge the receipt of $126.00 from Andrew E. Norman as a loan and the assignment of said loan to the CORE Scholarship, Education & Defense Fund, Inc., and hereby promise to repay said loan, without interest, in six equal installments of $21.00, on or before the 15th day of each month, commencing February 15, 1965, in checks or postal money orders payable to "CORE Scholarship, Education & Defense Fund, Inc." and will send these payments to Andrew E. Norman, Palisades, New York.

(signed) Lanier Smith

(dated) January 2, 1965
Acona, Mississippi

(witnessed) John N. Allax

ROBERT L. WECHSLER
110 EAST 138TH STREET
BRONX, NEW YORK 10451

January 4, 1965

Mr. Andrew E. Norman
President
CORE Scholarship, Education and Defense Fund
150 Nassau Street
New York, New York 10038

Dear Mr. Norman:

As you know, I spent some weeks in Louisiana this summer. While there, I discussed with the local people the need for a community center. Since then there have been a number of discussions with members of your staff. As a result, I would like to make the following proposal.

I will provide $8,000.00 for a community center in West Feliciana Parish. Of this amount, $6,000.00 will be for construction costs; $1,300.00 will be for salary of one task force worker for one year; and $700.00 will be for incidental expenses. It is my understanding that the CORE Southern Education Project will equip the center with a library and all necessary equipment. The additional $700.00 which I will contribute will be for initial office supplies. The local community or the CORE Scholarship, Education Defense Fund would be responsible for any expansion of the project beyond the amount specified in this letter.

I am enclosing a check for $4,000.00. If this is acceptable, please have an officer sign the attached copy of this letter and return it to me. I will send the balance of $4,000.00 within thirty (30) days.

Very truly yours

Robert L. Wechsler

Robert L. Wechsler

Enc.
RLW:rb

Robert L. Wechsler
110 East 138th Street
Bronx, New York 10451

January 4, 1965

Mr. Andrew E. Norman
President
CORE Scholarship, Education and Defense Fund
150 Nassau Street
New York, New York 10038

Dear Mr. Norman:

As you know, I spent some weeks in Louisiana this summer. While there, I discussed with the local people the need for a community center. Since then there have been a number of discussions with members of your staff. As a result, I would like to make the following proposal.

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I am enclosing a check for $4,000.00. If this is acceptable, please have an officer sign the attached copy of this letter and return it to me. I will send the balance of $4,000.00 within thirty (30) days.

Very truly yours

Robert L. Wechsler

Robert L. Wechsler

Enc.

January 5, 1965

Mr. Andrew Norman
Palisades,
New York

Dear Andy:

Thanks so much for the shares of stock and for the concerned letter. I'm not really very good at saying thanks.

I'm enclosing a note from Richard Haley about a Southern staff conference at the beginning of January. He talks about two other conferences, but I do think we should consider them on a one-at-a-time basis. It is terribly important that the staff get together and really begin to think on a somewhat systematic basis. Can the scholarship fund provide $1800. for this workshop?

Cordially,

Marvin Rich, Director
Community Relations

/b

January 15, 1965

TO: George Wiley

FROM: Marvin Rich

RE: Expense Projection, Community Relations,
January 1, 1965 through May 31, 1965

				COST
1.	Brotherhood Appeal - 70,000 to CORE list half may come in January, but probability is that all bills will come in February			$ 7,000
2.	Outside Appeals			
	a. Jan-Feb-Mar (Church Burning) 300,000			
	Jan.	$ 2,500		
	Feb.	15,000		
	Mar.	6,500		
			$24,000	
	b. Apr-May Appeal - 150,000			
	Apr.	$ 4,000		
	May	8,000		
			$12,000	
				36,000
3.	CORElator 70,000 per issue costs us $1,000 per month			6,000
4.	Special Fund Raising $1,500 per month (includes fees, printing, travel)			9,000
5.	Associate Membership Campaign (Feb. & Mar.)			3,000
6.	Publications, brochures, reprints, mimeo material			3,000
	TOTAL			$64,000

These bills may not come in exactly as scheduled but the new obligations, exclusive of staff, will be approximately as indicated. However, postage _must_ be available when needed for appeals if we are not to reduce our income.

This is a bare meat and bones budget. There should be provisions for a film and for more publications.

About 60% of our income comes from direct mail appeals. We have developed the CORE list so that it brings in money directly from appeals and can be used successfully in exchanges with other organizations. The balance of our funds comes from personal solicitation and from rallies, benefits and organizational contributions.

CORE List Appeals

By February 27, 1964, we had received $107,336. from 8,138 contributors on our Fall budget card appeal. This was an average contribution of $13.22. As of January 22, 1965 (not a directly comparable period), we had received $97,609. from 8,590 contributors to our 1964-1965 budget card appeal. This was an average contribution of $11.14.

We plan to mail our Brotherhood appeal to 70,000 persons during the first week of February. Last year -- 1964 -- we had received $59,000. from this appeal by August 31. However, the great bulk of the money, $48,000., was received by the end of April. Since the appeal was mailed later last year than this, we expect that we shall begin receiving money earlier this year.

Outside Appeals

We are now working on an outside appeal to approximately 300,000 names. This should begin going into the mail by January 29. It is my estimate that we should receive about $45,000. in income from this appeal at a cost of approximately $24,000. If this appeal appears successful, we will follow up with approximately 250,000 additional names in April and May.

A number of union leaders have expressed an interest in honoring Jim Farmer at a testimonial dinner late in the Spring or in the early Summer. This project could result in a very substantial amount of income for CORE at a very critical period. However, the prolonged strike at the New York City Department of Welfare has made it difficult for me to get this project rolling, since some of the union leaders are involved in that strike.

I'd recommend a memorial meeting on June 21, on the anniversary of the death of James Chaney, Mickey Schwerner and Andrew Goodman. We would make this a simple and dignified meeting and would present a book to the families of those involved. This book would be later published and sold. W. W. Norton Co. has agreed to donate to us their share of the profits. Mrs. Levy has secured a volunteer coordinator who would secure a list of prominent authors who would contribute articles to the book. We have a file of photographs taken by Mickey Schwerner in Mississippi that would make up one section of the book.

The following fund raising areas require some development and additional attention. The federal government has a number of programs which could conceivably support our projects both in the South and in the North. Some of these are the Anti-poverty program, Manpower Development and Training and some educational programs. We must explore these more intensively. We have discussed this possibility with a volunteer who is experienced in this field.

The Associate Membership Campaign has not been a great success in the past. We carry the campaign because it does involve joint chapter/national fund raising and because it gives us an entree to the Negro community which we do not get from direct-mail. This program should be gradually beefed up by use of additional publicity materials, speaking tours, and support from NAC members. This year, James Farmer, Mrs. Chaney, Barbara Moss Chaney and John Henry Faulk have agreed to speak for us. We are working to secure other speakers.

Public Information

Our public information program is centered on statements by Jim Farmer, our press releases, and the CORElator as well as occasional pamphlets and reprints. We also secure the publication of articles in outside magazines and journals. We maintain a file of photographs which is generally available to us, for pamphlets and fund raising, to our chapters and to publishers.

Farmer continues to do a magnificent job of interpretation of CORE policy and of responding to events of the day. We do a relatively poor job of securing the necessary background information for him. I hope that this can be done better partially by organizing a group of university people who will do research on particular problem areas.

Our weekly press releases are very widely carried in the Negro press. However, they could be still more effective if we secured real cooperation from chapters and staff so that we receive material from the field. Jim Peck has great difficulty in this area. He has particular difficulty in securing photos from the field.

The CORElator is mailed to associate members of CORE and serves a public information and fundraising function. Recent changes in paper, self-mailing and postal rates have allowed us to mail a six-pager for considerably less than we formerly spent on a four-pager. The CORElator is our major printed face to our supporters. As such, it can be very effective -- but its effectiveness depends upon the quickness and thoroughness with which we receive reports of action from the field.

The idea of a southern newsletter, mimeographed or offset, on a twice-weekly basis is a good one. It might help develop a news sense and a regular system of reporting from the South. To do this and to generally improve our P.R. situation there requires the assignment of a task force worker to this function in the New Orleans office. It also requires at least a workshop session (including news criteria, servicing the media and photographic techniques) with a few workers from each project area. The southern staff workshop on January 21-23 was a start in this direction.

Our pamphlets tend to be large runs of larger pamphlets for use with our entire list. I believe that it might be wise to experiment with smaller runs of say 10,000 for use with our larger contributors, our chapters and special lists. These would be of small-size pamphlets on a particular aspect of program or project. Such a piece designed for the Brotherhood Month appeal on the Freedom Schools is enclosed. Reprints of magazine articles are an inexpensive way of publicizing program. They have the disadvantage of not necessarily representing our exact approach, but this isn't fatal.

We hope to work with the department of organization in preparing training materials. These would be looseleaf manuals on community organization, public relation, fund raising, and specific programs such as the poverty program, negotiation techniques, etc.

Staff Development and Training

Our fund raising training program is going well. Fund raising is a difficult art, requiring skill, understanding and experience. The training program will not develop a competent staff overnight, but it will permit us to function and to expand with a force of workers on salaries far below the going professional rates. We should probably train one or two other people in this trogram now.

We have made use of professional volunteers on an ad hoc basis for major projects. We should begin to organize them into functioning committees to give us advice, do special jobs and secure discounts and entree to particular situations.

STENCIL SECTION

Staff

Peter Windsor
Susanne Hawkins
Laura Wynder
Dorothy Warren
Isel Rojas

Functions

Changes of addresses for actives and specials
type new stencils
filing new stencils
entering contributions on stencils
geographicalize all membership envelopes
pull TBD's out of master files
process daily deposits
process the contact list once a week for new and changes and drops
address press list once a week
addres contact list when needed
address chapter chairman list when needed
processing the following lists
    MOW
    student
    parents for summer volunteers
    legal department lawyers list
    New York area lists
address these lists when requested
address exchanges and rentals
address the CORElators every two months
mail receits and mail press weekly and other mailings
address appeals when due
packing and shipping and receiving for department
cross checking lists to confirm typing done outside is correct
confirming deposits with Babbette and Brenda

January 15, 1965

Mr. James Farmer
CORE 38 Park Row
New York, New York 10038

Dear Jim:

During the past five and one-half years CORE has achieved stature as a major and creative force in the civil rights movement. We have grown in size, in program and in effectiveness. I have been proud to have played a role in these achievements.

CORE provided training in nonviolence for the Southern student sit-in leaders of 1960. We also waged the first national civil rights boycott and negotiated the end of discriminatory service patterns by the major drug and variety store chains. In 1961 CORE journeyed deep into America's conscience with the Freedom Rides. We asserted and won the point that sectional bigotry was the nation's concern and that a Negro had the right to travel in dignity from one end of the country to the other. The following year our Freedom Highways campaign helped to turn that abstract principle into a reality.

CORE has pioneered also in the development of nonviolent direct action techniques to the fields of housing code enforcement, job discrimination, political action and community organization. We are now on the threshold of major breakthroughs in these areas.

CORE is the most vigorous, militant and broadly based of the civil rights organizations. Our staff is growing in size and depth. You, the staff and the chapters have given support and encouragement to my efforts. I am most grateful. I regret leaving the CORE staff, but I believe that in my new responsibilities with the CORE Scholarship, Education and Defense Fund that I will be of greater service to CORE and the entire civil rights movement.

Sincerely,

Marvin Rich, Director
Community Relations

/b

Wechsler

January 26, 1965

TO: Ezra Levin

FROM: Nannette Sachs

RE: Contribution for Louisiana Community Center

As per attached letter, we have received a contribution of $4,000.00 (with an additional $4,000.00 promised) for a community center in West Feliciana Parish, Louisiana.

As in other cases, CORE SEDF would only act as transferral agent for this contribution. However, I would appreciate your checking the terms of this letter to see that they fall within our exexmpted purposed. No arrangements for transfer have been made. I assume an account for the community center would have to be opened in West Feliciana to which we would make payment of the amount of the contribution.

Sorry to trouble you with this. I thought it should have your perusal before action is taken.

Thank you very much.

January 29, 1965

Mr. Robert L. Wechsler
110 East 138th Street
Bronx, New York 10451

Dear Mr. Wechsler:

We are all very appreciative of your interest in and contributions to the struggle for equal rights, and specifically thank you now for your extremely generous donation of funds to build and get started a community center in West Feliciana Parish, Louisiana. We have deposited and earmarked the $4,000 you sent for the center, and will be pleased to receive soon the remaining $4,000.

On the advice of our attorney, we took the liberty of making two changes in your covering letter in order to make it conform more exactly with the rules governing our tax exempt status and our own charter. Enclosed is the original and a signed copy of the revised letter. If this is all right will you please sign the original and return it to us. The first change took out the words task force worker and substituted educational staff worker. The other change deleted the sentence regarding the commitment of the CORE Southern Education Project. Our attorney felt that this was not actually part of SEDF's agreement with you, and,since we are completely separate organizations, we should not involve them in this letter-agreement.

Again, thank you for your generosity. We spologize for the delay in writing to you.

Sincerely yours,

Martha Ann Singer, Administrator
(Mrs. Monroe S. Singer)

Enclosures

February 5, 1965

CONFIDENTIAL NEWSLETTER

CORE Scholarship, Education and Defense Fund
150 Nassau Street, Room 1312
New York, New York 10038 (phone 964-8297)

Memorandum to: Members of the Board of Directors

From: Andrew Norman, President
Mrs. Ann Singer, Administrator

To bring members up to date on CORE SEDF program, plans, and budget, following is a summary of the minutes of the December 8 Board meeting, the minutes of the Executive-Program Committee meeting on December 21, and notes from a follow-up budget planning session of Andrew Norman, Marvin Rich and Ann Singer.

Scholarship Program

Mrs. Barnes, Chairman of this Committee, reports that as of this date, 21 college students and 6 law students are receiving scholarship grants from SEDF for the spring, 1965 term. SEDF spent $30,000 for the 1964-65 school year. While no absolute ceiling has been set for this program, it is estimated that between $35,000 and $40,000 will be needed for it during 1965.

Board members will be interested to know about one of our students, James Earl Potts from Jonesboro, Louisiana. Mr. Potts has this week enrolled and integrated previously all-white Louisiana Polytechnic Institute. The Klan is very active in this northeast section of Louisiana, and it is an extremely tense area and dangerous for those working for civil rights. Mr. Potts is a very dedicated, courageous and experienced worker for equality. He is a very good student, and completed one semester and a summer school session at Grambling College before deciding to integrate Tech.

Legal Defense

It was generally agreed at the last Board meeting and at the Executive meeting, that activity by SEDF in the area of legal defense should and will be greatly expanded during 1965.

At the December 8 Board meeting, the members approved allocating $3,000 for a legal conference to be held in New York City over the week-end of February 19-21. Lawyers (approximately 200) from all over the country involved in civil rights activity will attend. Conference planning is well underway, and there will be five working sessions:

The NLRB and Racial Discrimination
The Unconstitutional Use of Bail
Affirmative Uses of the Injunction
New Approaches to Landlord-Tenant Relationships
Civil Rights and the Anti-Poverty Program.

Last year's conference was very helpful in coordinating and making more effective the work of these attorneys, and it is hoped this year's conference will be equally useful.

With regard to other plans for legal defense in 1965, Marvin Rich asked the Executive Committee that SEDF begin now to pay for much more legal defense. SEDF, in addition to the $3,000 granted for the legal conference, is now paying legal fees and bills, mostly in New York, at the rate of about $12,000 per year. This pays the fee ($125 per week) of a legal coordinator in New York City, and $450 per month for office expenses of two lawyers. This agreement was made at an earlier Executive Committee meeting and ratified by the Board on December 8. In addition, SEDF has paid a number of legal disbursement bills on an ad hoc basis. Subject, of course, to ratification by the full Board at its next meeting, the following plan was worked out.

It was proposed that SEDF now take on a much greater obligation, particularly in the South where legal services are desperately needed, and that in order to help pay for this expanded program, SEDF take over CORE's large annual art show. This show has been netting about $40,000 and is held in May. Plans for this year's show are well underway now.

The needs for and costs of retaining lawyers for ~~the remainder of~~ SEDF's fiscal year (to September 1) are as follows: $20,000 for lawyers in Louisiana (this program is already in operation), $14,400 for one full-time lawyer in Mississippi (for a new program), $14,400 for a full-time lawyer in north Florida, $3,600 for an existing program in North Carolina, and then the $15,000 being spent in New York City ($12,000 for the ongoing program and $3,000 for the conference). This means that about $50,000 will be needed for legal defense for the remainder of this fiscal year, to September 1, and a total of $67,400 for all of 1965.

It was agreed that Mr. William Ellis of SEDF's Legal Committee would be asked to begin preparing a memorandum regarding precisely what legal defense activities SEDF can support given its tax-exempt status. This memorandum should be distributed to the various lawyers so they will know for what kinds of services and cases they can bill SEDF. These lawyers will be paid directly by SEDF on a retainer basis and will submit itemized bills for their fees and disbursements. Mr. Ellis and Mr. John Allison are meeting on February 5 along with Andrew Norman, Carl Rachlin, Marvin Rich and Ann Singer to review and specify this whole program for presentation to the Board.

Leadership Development Program

It was generally agreed at the Board and Executive meetings that a leadership development school and workshops for staff, workers, members of civil rights organizations and community leaders was a top priority program for 1965. However, since this requires considerable planning, thought and expert advice, it was felt that implementation of this program should wait until SEDF has a full-time Executive Director in April.

In the meantime, however, the opportunity arose for the Fund to sponsor the first workshop of CORE's Southern Program in New Orleans, January 21-23. A memorandum was sent to all Board members regarding allocation by SEDF of $2,031.50 for this Workshop. Since no unfavorable responses were received, this money was allocated, and the Workshop was very successfully carried out. A portion of the allocation was unused and will be returned. Marvin Rich will report to the Board on this and other leadership development ideas at the next meeting. The Workshop (1) provided much needed training for CORE workers and community leaders, and (2) provided good ideas for SEDF's future leadership development programs.

Voter Registration

Another program area agreed to be of great importance to SEDF in 1965 is voter education and registration. At the Executive-Program Committee meeting on December 21, Marvin Rich proposed that SEDF now begin a voter registration drive in South Carolina. There is a good chance for success there and two workers are available to carry out a spring program. It was felt that if real progress could be made in South Carolina, then it will help the Fund in raising money for more complicated and difficult voter projects elsewhere, such as in Louisiana.

The Committee agreed to allocate $5,000 for a program to be titled the Citizenship Education Project in South Carolina, the money to be used to pay the two workers, Frank Robinson and William Emerson Brown, starting January 1. The full amount was sent and put in a bank account, and the two workers will be responsible for keeping their own books and reporting to CORE SEDF, as was done in the north Florida and Louisiana projects. Ratification by the full Board of this program will be requested at the next meeting.

Meridian Memorial Community Center

Mrs. Newman Levy, Consultant on Fund Raising for National CORE, reported to the Board on plans for the Center and the contemplated fund drive. She indicated that Ralph Samuel of New York City has agreed to serve as one of the co-sponsors of the Committee for the Center. On December 15 a press conference was held to publicize the opening of the fund drive, and considerable coverage of the conference was given on television and in the newspapers. Jackie Robinson spoke at the press conference, as well as Andrew Norman and Paul Willen, the architect.

It appears at this time that the land to be purchased for the Center will not be the plot originally proposed by Paul Willen. A number of complications were encountered with regard to this property, in particular the problem of relocating a number of families, so that Mrs. Levy, Andrew Norman, Shelley Appleton, John Allison, Paul Willen and others involved in the planning have concluded that another site consisting of 1½ acres would be better. A full report will be forthcoming on this from Mrs. Levy and Mr. Willen.

Community Centers is a whole new program area in which SEDF will want to be involved in 1965. Marvin Rich feels that a number of other organizations, notably the National Association of Social Workers, will want to cooperate with SEDF on such projects. It was reported, in this connection, that Mr. Robert Wechsler is contributing $8,000, through SEDF, to build and get underway a St. Francisville Community Center in West Feliciana Parish, Louisiana. Mr. Wechsler worked in that area last summer and at that time explored the needs and wishes of the local people for such a center.

James N. Mays - Field Representative in Mississippi

Mr. Mays was employed by SEDF on June 1, 1964, and has been working successfully among the rural people in the Jackson area since about July 15, after completing a period of training. Mr. Mays was active in getting Negro farmers out to vote in the federal agricultural committee elections in December. He has been supervised mainly by Mr. Jac Wasserman of the National Sharecroppers Fund whose office is in Atlanta.

At the last Board meeting, Mr. Rowland Watts proposed, after discussion, that Mr. Mays be taken over now by the National Sharecroppers Fund. While it was agreed that the SEDF Board is pleased with Mr. Mays' work and feels that the money and effort put into this project have been most worthwhile, the considerable difficulties of SEDF's supervision of Mr. Mays were noted and it was voted to ask the Sharecroppers Fund to assume future responsibility. Ann Singer has corresponded with Miss Fay Bennett, Executive Secretary of the Sharecroppers, and arrangements are being worked out for Mr. Mays to be transferred to their payroll as of February 1.

Publication - Free and Equal

At the last Board meeting, Dr. Jacob Cohen, Editor of the publication, indicated that unless funds were forthcoming from foundations solicited, it would be necessary to abandon this project. Before and since that December 8 meeting, great effort has been made to secure funds to commence publication of the magazine, but without substantial success. Therefore, at a meeting of the Publications Committee with Dr. Cohen on January 28, it was very reluctantly agreed that it would not be possible to publish the magazine. SEDF is obligated to pay the salary of Dr. Cohen ($8,000 per year) to September 1, and precisely what writing or other work he will do for SEDF remains to be worked out. A proposal that Dr. Cohen write civil rights articles and other material to be placed in already existing publications such as Harpers, Reporter, etc., was discussed, and the decision on this will be reported to the Board at its next meeting.

Shipment of Books, Clothing and Supplies to Southern Centers

Marvin Rich reported to the Executive-Program Committee that CORE has stored approximately three box-carloads of donated books, clothes and other items and does not have money to ship these things to the South where they are sorely needed. The Committee questioned whether this kind of activity is allowable under the Corporation charter. After checking the By-Laws of the organization, authorization was given to send the things at SEDF expense, by the cheapest possible means.

Remedial Reading Program

It will be recalled that at the September 28 Board meeting, Mr. James Farmer presented a very large and ambitious remedial reading proposal to the members. Marvin Rich reported to the Executive Committee on follow-up of this proposal. He explained that a number of discussions were held regarding this program, and it was determined that if the considerable amount of needed federal money was to be obtained, this major remedial reading project would have to be a joint program with a number of civil rights groups cooperating. It may still be that some money for this will later be channeled through SEDF, but SEDF cannot undertake this alone at this time.

Administration

It was reported confidentially to Board members at the last meeting that Marvin Rich has accepted the position of full-time Executive Director of SEDF and will commence on April 1. (He will be paid $10,400 per year.) At that time, Mr. Rich had not had the opportunity to notify all of his CORE colleagues of the change and to plan for his replacement in the CORE organization, and therefore asked that the information be kept confidential. Until April 1, Mrs. Singer will continue working for the Fund on a three-day per week basis. SEDF has not had a secretary up to now, but as of February 3, Miss Linda Umans, who has been secretary to Dr. Cohen, will commence working full time for SEDF. The organization now has office space at 150 Nassau Street, Room 1312, New York, New York 10038 (phone 964-8297), for which the rent is $110 per month. Taking these salaries, rent, supplies and all such necessary expense into account, administration costs for 1965 will be approximately $18,000.

There was general agreement at the Board and Executive meetings that an independent audit of SEDF's books for the fiscal year ending August 31, 1964 should be made. Mr. Samuel Perelson, a Certified Public Accountant, of 270 Madison Avenue, was asked to make this audit and will do so shortly. Mr. Perelson has also agreed to meet with SEDF staff people to set up efficient and authoritative bookkeeping procedures. His fee for this work will be approximately $250.

Budget for the Fiscal Year, September 1, 1964 through August 31, 1965

Here is an estimated budget and an income projection (made in December, 1964) for this fiscal year.

Estimated Budget for CORE Scholarship, Education and Defense Fund, Inc.

September 1, 1964 through August 31, 1965

	Scholarships			$40,000 29,490 85
	Legal Defense		+ summer school	
	New York Legal Conference		$ 3,000	—
	Local programs--beginning January 1, 1965 through December 31, 1965			
	Louisiana		$20,000	21,867 +
	Mississippi		14,400	4 months
8/12, 1,200 ~~14,400~~ 9600	North Florida		14,400	
	North Carolina		3,600	
	8/12 of		$52,400 = $35,000	
	New York City (Zalon - 52 x $125)		$ 6,500	12,000
	(office expenses - 11 x $450)		5,000	
			$11,500	
	Total--~~January 1 through August 31~~:			$49,500 — 9,600 39,900
15	**Voter Registration**			
	South Carolina		$ 5,000	+ 3,800
	California		3,000	$ 8,000
	Administration			
	Rich (5/12 of $10,400)	3400	$ 4,333	
	Singer (35 x $75)	1700	2,625	
	secretary (7/12 of $5,000)	440	2,917	
	rent (7 x $110)	2,000	770	
	expenses	7,540	1,355	
	telephone		1,000	
	social security		250	10,142.14
				$13,250
	Mississippi Project			
	Mays (4/12 of $6,000)		$ 2,000	$3793.95
	expenses		700	
				$ 2,700

Program Development		$ 4,500
Magazine		
Expenses to February 28	$10,000	
~~6/12 of $8,000~~ for Dr. Cohen	8,000	
		$18,000
Shipping Books, etc., to Mississippi and elsewhere in the South		$ 3,000
TOTAL		$138,950

more ....

Jerry Cohen

6509.46

Income Projection for the Fiscal Year, September 1, 1964 through August 31, 1965

Earmarked reserves from prior years:		
Scholarships	$2,000	
Legal defense	6,000	
Magazine	1,000	
Mississippi project	1,700	$ 10,700
Receipts (including $2,100 for magazine) in calendar year 1964 (9/1 - 12/31)		11,500
Anticipated art show profit (to be earmarked for legal defense)		40,000
		$ 62,200

Unallocated 1963-64 surplus : $46,084.31

Budget	$134,950
Income	62,200
Deficit (to be raised)	$ 72,750
To be budgeted out of 1963-64 surplus	$ 25,000

(Note: $72,750 is estimated to be within our ability to raise in the remainder of 1965 fiscal year, with the efforts of the Board and staff.)

(Some of the budget items are, of course, rather contingent. The New York City legal program may terminate or be reduced in the spring, saving as much as $5,750. The Mississippi project may continue as our responsibility through January, costing an additional $650. 'Program development' is contingent on programs not being fully funded by special grants within this fiscal year. The magazine expenses may be covered, at least to some extent, by special grants.)

(As these contingencies occur or fail to occur, and as our fund raising progresses, we will take on new spending commitments for this fiscal year to the extent possible and reasonable.)

As of this date, because of the large expenditure for spring term scholarships and for other programs explained in this report, our surplus funds have been cut to $13,000 with about $5,000 more left in our operating account. We do not expect any substantial additional income until the art show in May. Therefore, it is clear that Board and staff must get major fund raising efforts underway immediately.

- - - - -

March 15,1965

Mr. James Farmer
CORE
38 Park Row
New York, N. Y.

Dear Mr. Farmer,

As one who has been actively interested in the cause, not only of civil rights but human rights, I should like very much to render a proposal for your consideration-a proposal whose basis reverts to a strange and wonderfully humanitarian gesture made better than two decades ago. It was made by a king and an entire people against the then prevelent tyranny of an arch repressor of human rights.

The king was Christian, the ruler of Denmark; the repressor, of course, was Adolf Hitler-who wanted all Jews in occupied Denmark to wear Star of David armbands as a symbol of identification and degradation. In the face of the terrifying power of the Nazis of that day, Christian stated that he and his people would also wear the armbands.

Among all the nations conquered by the war machine of the Third Reich, Denmark alone cared-cared for all its citizens and stood by them. It was my thought that the symbolism of the armband might now ONCE more be used during this new era of the struggle for equal opportunity for another oppressed people-the American Negro.

Specifically, my suggestion is that a symbolic armband-perhaps inscribed simply with the words " I Care" be distributed simultaneously by all the various Rights groups in a co-ordinated nationwide effort-even an international effort. I believe support could be culled from the entire spectrum of American life- from labor groups and unions, from all civil rights and human rights groups, from all sympathizers, from management and professional organizations, from Chamber of Commerce, from political parties and our country's political leaders, from President Johnson right on down the line to local leaders. In addition-and also primarily as a symbolic contribution the armbands could be sold for one dollar each, thereby earning monetary as well as spiritual support for the Rights movement.

The inherent publicity value-the dynamic impact of such a co-ordinated and universal symbolism-could be vast; newsreel coverage of marchers all wearing the band; the President paying out his dollar and donning his armband; local sympathy marchers and gatherings; newspaper and television releases, ect. Perhaps the entire effort could be co-ordinated with "Brotherhood Week" to complete the symbol. I am certain that your own public relation resources could realize full potential from all the various possibilities.

I wish to thank you for your consideration, to wish you well in your efforts-and to hope feverently, along with you, that those efforts bear fruit in the immediate future. I would be glad to cooperate with you to the fullest.

Sincerely yours,

Frank Grossman

Frank Grossman

5 Tilden Court
Livingston, N. J.

UNITED STATES NATIONAL STUDENT ASSOCIATION

3457 CHESTNUT STREET • PHILADELPHIA, PA. 19104 • AREA CODE 215—BAring 2-1106 • CABLE, NATSTUD

March 29, 1965

To: Program Directors, Information Directors and Staff of Anti-Poverty, Civil Rights and Community Service Organizations.

Re: SCOPE, A Directory of Summer Opportunities for Students in Community Service.

Dear Friend,

Every summer vast numbers of American college students leave the campus to engage in non-academic pursuits. Some loaf, some earn money, some travel; but, in increasing numbers, students are turning toward participation in community action programs during the summer in an effort to aid the deprived and the disenfranchised and to experience a unique kind of education. As student concern and involvment have increased, opportunities to participate have increased also. There are more projects and more kinds of projects now than there were three years ago, or even last summer. And there is pressing need for a mechanism to bring students and programs together.

SCOPE is designed to meet this need. A directory of summer opportunities in community programs, SCOPE will offer interested students a complete selection. Voter registration projects in the South, community action and tutorials in the North, federal internships and summer work camps; these and others will be represented in SCOPE. To participate students will apply directly to the project listed. By circulating accurate information in descriptive form SCOPE will be of service to both students and projects.

By May 7 the Summer 1965 edition will be distributed to USNSA Coordinators, Student Editors, Student Body Presidents, Deans of Students and Student Employment Bureau Directors at some 2,300 selected colleges and universities throughout the United States. A special mailing list of human relations committees, tutorials, etc. also will receive SCOPE for distribution on the campus.

SCOPE will be 8 1/2" by 11", 32 pages plus cover and the initial publication run will be 40,000 copies. There will be features and art but the principal text will consist of program descriptions. Underwritten by the Ford Foundation and published by the United States National Student Association, SCOPE will be distributed without charge.

Enclosed is a questionnaire concerning your summer program. Time is short before deadline and if you would like your program listed in SCOPE it is imperative that you reply immediately. Space is tight and our greatest task will be rewriting the information you provide to fit space. For this reason it is important that you take care

President
STEPHEN J. M. ROBBINS
University of California
Los Angeles
Special Assistant
ROBERT KERNISH
Temple University

•

NATIONAL AFFAIRS
Vice President
PHILIP SHERBURNE
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Indiana University
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Educational Travel, Inc.
265 Madison Avenue
New York, New York 10016

Southern Human Relations Project
41 Exchange Place, S.E.
Atlanta, Georgia 30303

USNSA Insurance Trust
Boatmen's National Bank
P. O. Box 1322
St. Louis, Missouri 63166

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to provide information that is both complete and accurate. Do not include any information that you would not want published. Any photographs, art or published information relevant to your organization, its history and its program, will be appreciated.

Also appreciated will be comments and suggestions about SCOPE or information about new projects or ones that may have been overlooked. We will be happy to answer your questions. You may write SCOPE at the above address or phone us at BAring 2-1246 or BAring 2-1106.

We look forward to hearing from you.

Sincerely,

Steven McNichols

Steven McNichols
Executive Director

William Hamilton Jones

Wm. Hamilton Jones
Editor

[enclosed, McNichols to Rich, 1965, March 29]

SCOPE
United States National Student Association
3457 Chestnut Street, Philadelphia, Pennsylvania 19104
Telephone: Baring 2-1246 BAring 2-1106

INFORMATION ON SUMMER COMMUNITY ACTION PROGRAMS

To make SCOPE as comprehensive and informative as possible, we would appreciate your filling in this questionnaire. Without this information it will be impossible to include your programs in our listings. Please fill in a separate sheet for each program that will include summer student volunteers.

Name of sponsoring organization:
Address:
Phone number:
Name of Executive Secretary or Project Director:

A brief history of your organization; when it was founded, number of administrative personnel, areas of operation, types of projects you administer, etc. (If you have a pamphlet explaining your organization, this should be sufficient.)

Name of summer program: Location:
Brief description of program and what it is designed to accomplish:

Number of students you would like to recruit:
If the project operates in more than one area, are there options open to applicants so far as location: If so, where:

Are you interested in any special skills, and if so, what are they and are they required or preferred:

Is there a salary offered: If so, how much:

If no salary, is a living expense provided: If so, how much:

What expenses will the applicant be expected to meet:
Briefly describe the types of work which an applicant should expect to do:

What percentage of the project workers do you expect to be students:
What is the organizational structure of the project:

If you enclose any art or pictures we will do our best to see that they are included in the magazine with proper credit. Please return this form immediately to SCOPE, USNSA, 3457 Chestnut Street, Philadelphia, Pennsylvania.

Albert A. List Foundation, Inc.

Byram Shore Road, Byram, Connecticut

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Vera G. List
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1740 Broadway
New York 19, N. Y.

March 30, 1965

Mr. Marvin Rich
CORE Scholarship, Education
and Defense Fund, Inc.
1 Union Square
New York 3, N. Y.

Dear Mr. Rich:

In answer to your letter of March 23rd, the Foundation has no objection to your including a statement with reference to the financing of the Voter Registration Program.

I would however, if agreeable to you, like to see a rough draft of just what you propose to say.

With kindest personal regards,

Sincerely,

Albert List

Albert A. List
Chairman of the Board

L:h

As this develops, would appreciate your keeping me informed

Best
Nat Hentoff
35 5th ave
ny ny
10003

FROM: CORE Scholarship, Education and Defense Fund, Inc.
150 Nassau Street, Room 1312
New York, New York 10038
WO 4-8297

March 30, 1965

FOR FURTHER INFORMATION: Ann Singer
WO 4-8297

FOR IMMEDIATE RELEASE

MARVIN RICH NAMED EXECUTIVE DIRECTOR

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND, INC.

Marvin Rich of 33-43 14th Street, Long Island City, takes office on Thursday, April 1, as Executive Director of CORE Scholarship, Education and Defense Fund, Inc., 150 Nassau Street, New York 38. Mr. Rich has been on the national staff of the Congress of Racial Equality (CORE) since 1959, with the title of Community Relations Director.

CORE Scholarship, Education and Defense Fund, Inc., is a tax-exempt fund incorporated in 1962 to provide close support and services to non-violent, direct-action, civil rights organizations, including but not limited to CORE. Its major programs have been providing on-the-spot legal defense, both in the South and in the New York area; college and law school scholarships for students whose need arises from or is directly related to civil rights activities; and voter education-registration programs in Louisiana, north Florida, California and South Carolina.

Mr. Rich's immediate responsibilities will include expansion of on-going programs; creation of a leadership development institute for civil rights and community leaders in the New York area; and inauguration of a Community Development Fellowship Program for college and graduate students to work in impoverished Negro communities this summer.

Mr. Rich was a founder of St. Louis CORE in 1948, while a student at Washington University. Following graduation in 1950, he worked in the St. Louis labor movement as a research analyst, organizer, and administrator. He was a leader in the successful labor union drive for desegregation of St. Louis public schools immediately after the U.S. Supreme Court decision of May 1954. He joined the national staff of CORE in 1959, after military service and a brief term as a labor researcher and administrator in Washington, D.C.

- - - - -

GORDON BRUMM
2 INMAN ST.
CAMBRIDGE, MASS. 02139

March 31, 1965

Mr. Marvin Rich
CORE
38 Park Row
New York 38, N.Y.

APR 2 1965

Dear Mr. Rich:

I would like to write a book about Boston CORE. I have been a member of the chapter for about a year and a half, and edit the chapter bulletin.

The book I contemplate would be a history, with sketches of the leading members, and perhaps some philosophical conclusions. Writing it would be a full-time job for up to a year. Therefore I would need some sort of grant-in-aid. Alan Gartner mentioned that you might know where I could get one. Can you give me any suggestions? (I've already tried the Center for the Study of Democratic Institutions, as well as the Ford Foundation.)

Sincerely,

Gordon Brumm

WASHINGTON CHAPTER, CONGRESS OF RACIAL EQUALITY
128 Florida Avenue, NW Washington 1, D. C.

Wiley

March 31, 1965

APR 5 1965

National Office
Congress of Racial Equality
38 Park Row
New York 38, New York

Dear Sirs:

In connection with a fund-raising campaign presently being planned to benefit both our chapter and the CORE Southern Projects, we would like to have the following information as quickly as possible.

1. The extent (by percentage) to which CORE finances COFO both in relation all money spent by CORE in the South and in relation to COFO's total budget.

2. The same information about SNCC's contributions to COFO.

3. The extent to which CORE staff or volunteers work directly for COFO or directly support COFO's work.

Yours for Freedom

Ed Berman
Finance Chairman

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND, INC.
150 Nassau Street, Room 1312
New York, New York 10038

April 2, 1965

Mr. Ronnie Moore
Louise Street Branch Post Office
1501½ East Boulevard
Butler Building
Room 207
Baton Rouge, Louisiana

Dear Ronnie:

CORE SEDF paid the F.A. Morgan Bonding Service $420.00 on March 17, 1965. Therefore you should be clear with them.

Have you gotten any further with the plans for the community center in West Feliciana Parish? I don't want to rush you into making hasty or improper decisions in this case, but I do think it important to move along. Has a committee of local people been formed to work out ideas? This last is most important.

Cordially,

Marvin Rich
Executive Director

lu
cc: George Wiley

xxxxxxxxxxxxxxxxxxxxxxxxxxx 150 Nassau St., Rm. 1312
xxxxxxxxxxxxxxxxxx New York, N.Y. 10038

April 7, 1965

Mr. Steven McNichols
United States National Student Association
3457 Chestnut Street
Philadelphia, Pa. 19104

Dear Steve:

After taking a quick look at the questionnaire for SCOPE, I decided not to fill it out and to write you this letter instead. Please forgive me.

The CORE Scholarship, Education and Defense Fund does not carry on operating programs of its own. It does, however, support through fellowship grants the field programs of other civil rights organizations. Last summer we financed major voter registration and community organization programs in Louisiana and north Florida. We are currently financing a similar project in South Carolina and will probably finance another program in Louisiana and perhaps one in north Florida.

In addition, we are planning this year to provide community development fellowships directly to college students in appropriate fields of study who have been accepted by other organizations for their summer programs.

I hope this information is useful to you and will find expression in SCOPE. A brochure on CORE SEDF is now being prepared but is not yet available. We will send it to you as soon as we can. This should be by the middle of next week.

Thanks so much for thinking of us.

Sincerely,

Marvin Rich
Executive Director

lu

cc: Wm. Hamilton Jones

New York Chapter

THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • Plaza 1-4000 • Cable Wishcom, New York

April 7, 1965

Mr. Marvin Rich
CORE Scholarship, Education &
Defense Fund, Inc.
150 Nassau Street - Room 1312
New York, N. Y. 10038

Dear Marvin:

I was pleased to hear of your recent appointment as Executive Director of CORE Scholarship, Education & Defense Fund. Congratulations!

If we can be of any help in lending our resources to your program, please call on us.

Best of luck in this new and imaginative undertaking.

Cordially yours,

Irving Levine
Director
Community Relations
New York Area

IL:MSB

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RICHARD MAASS, Honorary President
MERVIN H. RISEMAN, Honorary President
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Chairman, Appeal for Human Relations

MRS. ARTHUR L. MAYER, Secretary

ISRAEL A. LASTER, Area Director
IRENE ROTH GOULD, Director, Membership Activities
IRVING LEVINE, Director, Community Relations
MURRAY RAIM, Director of Education

xxxxxxxxxxxxxxxxxxxxxxxxxx 150 Nassau St., Rm. 1312
xxxxxxxxxxxxxxxxxx New York, N.Y. 10038

April 8, 1965

Mr. Harry Fleischman
Director
National Labor Service
Institute of Human Relations
165 East 56th Street
New York 22, New York

Dear Harry:

Danke.

There are a couple of things you can do. For instance, you can put me on the list to receive the Negro Press Digest from the New York Chapter. Also, how about sending me your column over here. In turn, I'm going to send you with this letter information on our scholarship program and proposed Community Development Fellowships. This last might be particularly interesting to the members of your Board.

Cordially,

Marvin Rich
Executive Director

lu
encl.

P.S. I'll keep bugging you from time to time.

on CORE stationery

April 8, 1965

Miss Barbara Fishman
40 West 86th Street
New York, New York

Dear Barbara:

I had hoped to see you in the CORE office yesterday. Sorry the appointment was postponed.

I'm enclosing a good deal of material and hope you can do a simple brochure on it. A rough layout was done by the Southern Regional Office. It unecessarily confuses CORE and CORE SEDF. The brochure should be a CORE document describing CORE summer programs in Louisiana, Florida, South Carolina and Mississippi. It should be designed to recruit applications from college students to participated in these programs. It should provide some way to get further information from the CORE Southern Regional Office in New Orleans.

It should also indicate that the amount per person for the summer is $500. Those who have money will of course be considered. However, a limited number of full tuition community development fellowships will be provided by CORE SEDF to those whose applications for CORE summer programs have been accepted.

Please call me if you have any questions. I'm sure you will have.

Thanks so much.

Cordially,

lu
encl.

Marvin Rich

JEROME L. GREENE
JOHN P. ALLISON
OSCAR L. TUCKER
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430 PARK AVENUE
NEW YORK, N.Y. 10022
TELEPHONE 421-7200

JAMES MARSHALL
COUNSEL

EDWARD M. BRATTER (1934-1957)
WILLIAM J. BRATTER (1950-1960)

CABLE RETTARB, NEW YORK

WASHINGTON OFFICE:
815-15TH STREET, N.W.
MORTON E. YOHALEM
RESIDENT PARTNER

April 9, 1965

Mr. Marvin Rich
Core Scholarship, Education
and Defense Fund, Inc.
150 Nassau Street
New York, New York

Dear Marvin:

I have reviewed your prospectus describing a community development fellowship program to be sponsored by Core SEDF. I have no comment except to say that the program seems most worthwhile and important.

I might also take this opportunity to mention that last week, at the home of a friend, I met a lawyer by the name of Seymour Graubard, whom I have known for many years and of whom you may have heard. He has some very interesting ideas about sending task forces into underprivileged areas, not only to provide pre-school training to youngsters (which I believe Farmer is interested in), but also to shape community attitudes toward health, local government, etc. He believes this is primarily a city and not a private organization function but, in my opinion, there is room for both. If you are interested in exploring these ideas with him, I shall be very happy to arrange a meeting.

Sincerely,

Joe

John P. Allison

JPA/par

THE UNITED PRESBYTERIAN CHURCH IN THE UNITED STATES OF AMERICA

BOARD OF CHRISTIAN EDUCATION
WITHERSPOON BUILDING, PHILADELPHIA 7, PA.
Telephone: PEnnypacker 5-6722

Core Scholarship
Education and Defense Fund, Inc.
Room 1312, 150 Nassau Street
New York, N. Y. 10028

April 10, 1965

Gentlemen:

I am enclosing a copy of the Annotated Listing of Organizations and Programs Seeking Racial Justice developed recently by our Staff Committee on Religion and Race, of which I am chairman. We developed it to guide and stimulate contributions from our constituency, and to answer requests for information on one or another of the civil rights organizations. We tried to use reliable sources such as the publications of each group, New York Times stories, and in several instances I telephoned to authenticate information. However, I am sure you will find inaccuracies and omissions and we want to know about them for future revision.

I would appreciate it very much if the proper person would check the listing for your organization. I an particularly interested in the answers to three questions:

1. Is the information concerning address, staff and governing body, publications, tax status, budget, membership and area of operation correct? Please give the correct information where needed.

2. Is the statement concerning the pattern of operation and purpose of your organization fair and comprehensive? We intended to give a little of the history of each group, its distinctive style and flavor, and its own unique place in the pattern of civil rights action. If you are not satisfied with the result (and some are not very comprehensive) would you please say what you would like to see changed or added concerning your group.

3. Are there organizations or causes that you feel belong in this listing that are not now included? Please give full name and address where possible.

I would, of course, like to have your general comments on this endeavor. Our committee would very much appreciate copies of your current literature and latest reports available. We wish you well in the continuing struggle for human dignity and civil rights and assure you of our own continuing involvement with our funds and our selves.

Cordially,

Dean Lewis

Dean H. Lewis, Chairman
Staff Committee, Religion and Race

DHL/es
(Enclosure - 1)

April 10]

ANNOTATED LISTING OF ORGANIZATIONS AND PROGRAMS SEEKING RACIAL JUSTICE

Staff Committee on Religion and Race
Board of Christian Education
The United Presbyterian Church U.S.A.
Witherspoon Building, Philadelphia, Pa. 19107

TO: Executive and Clerical Staff and Members of the Board of Christian Education

FROM: Staff Committee on Religion and Race

Many of you already receive multiple appeals for support from various organizations dedicated to the cause of racial justice. Undoubtedly others are inclined to give to such causes but do not know how or where the contributions can best be made.

The Committee on Religion and Race has prepared this annotated listing of causes and organizations which may help to guide you in determining needs and priorities among the several opportunities. This memo is not itself an appeal to contribute or an endorsement of all the activities of all the groups listed here. It is a listing, for your information and convenience, of organizations and causes whose urgent needs merit your attention as you try to decide responsibly where your financial support will go.

The listing of an organization or cause as tax-exempt means that contributions to it may be listed as a deduction on your Federal income tax return. Such exemptions are granted to nonprofit charitable, educational, and religious organizations substantially involved in direct action to influence legislation or change social condition. The lack of tax exemption does not mean official disapproval. It only signifies that the group is engaged in direct political or social action. It may thus be a most worthy object for your contributions in spite of the minor sacrifice of the tax exemption.

It may also be useful to point out that the amount of space devoted to describing the activities of a group does not mean anything in terms of the value of that organization or cause. Some programs are more complex than others; some groups have a longer history than others; some are more or less well known than others. So far as value is concerned, we feel that each of the causes listed here is making a significant contribution to the current struggle. Their emphases differ, of course, but to say that one is "more" or "less" important than the others is not really accurate. The problem confronting us is complicated, and not single; and our reponse to it demands variety and flexibility.

This list is by no means complete, but it does contain the most well-known and most representative causes and groups. The Committee on Religion and Race will be glad to answer requests for information on other groups or causes for persons contemplating contributions.

(2

CONGRESS OF RACIAL EQUALITY (CORE)
38 Park Row
New York, N.Y. 10038

Staff: National Director, James Farmer; paid staff of ~~55~~ 50 plus ~~17~~ 75 "subsistence workers" who receive only living expenses. Governed by its National Council and its Annual Convention. Advice by the National Advisory Committee; planning by the National Action Committee.

Publications: CORElator, bimonthly; also material for use of its groups and pamphlets of wider interest on race relations. Some excellent films are also available for rental.

Tax exempt: No

Budget: In January, 1965, The New York Times reported CORE's income for the seven-month period ending December 31, 1964, to be $547,000; $58,000 less than for the corresponding period in 1963. The budget for the current fiscal year is $1,000,000 from members and special gifts.

Membership: Claimed a membership of ~~65,000~~ 80,000 in ~~118~~ 134 local groups in 1964. ~~Latest estimate is 80,000 active and associate members.~~

Area of operation; Nationwide

Pattern of operation and/or purpose:

A national organization working to abolish racial discrimination by direct nonviolent methods, CORE was founded in 1942 by Mr. Farmer at the University of Chicago. It was originally a small and somewhat ineffective organization confined largely to the North.

The sit-ins of 1960 gave CORE a foothold in the South and, nationally, the attention it needed to become a major factor in the civil rights drive. In 1964 it opened regional headquarters in New Orleans to intensify efforts to increase Negro voter registration and general desegregation in ~~Louisiana~~ the deep South. It continues its campaigns of "nonviolent direct action." The aggressive nonviolent tactics and intense dedication of CORE staff and members have made it a very effective force.

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND, INC.
Room 1312, 150 Nassau Street
New York, N.Y. 10028

Staff: ~~Two administrators, one paid and one volunteer~~ Marvin Rich; plus Andrew Norman, President. Governed by a Board of Directors.

Tax Exempt: Yes

Budget: The basic annual budget is $150,000 from individuals and agencies, plus special projects such as the Memorial Community Center in Meridian, Mississippi.

Area of operation: Nationwide, with emphasis in Southern States.

Pattern of operation and/or purpose:

SEDF is a quartermaster corps for the "front-line fighters for civil rights," the people who battle for freedom armed only with the courage of nonviolence. SEDF, a tax-exempt foundation, is meeting the need for scholarships to enable students without means to complete their education; legal defense to protect against lawlessness; and educational programs to develop responsible leadership and improve the well-being of the community. This fund provides scholarships for approximately 30 students, of whom 7 are graduate students, in addition to its other activities.

FAIR HOUSING COUNCIL OF DELAWARE VALLEY
P.O. Box 213
Ardmore, Pa. 19003

(This Fair Housing Council is included because so many of our staff members are in Philadelphia. Opportunities to support such councils exist in many other places as well.)

Staff: Richard Taylor, Executive Director, and one other professional plus volunteer assistance.
Governed by a Board of Directors of 60, including representation of local Fair Housing Councils and church and civil rights groups.

Publications: Fair Housing News, a quarterly; pamphlets and mimeographed material.

Tax exempt: Yes

Budget: 1965 budget is $26,700 including a grant from the United Presbyterian Commission on Religion and Race. The budget is secured from individual members and agencies.

Membership: Twenty-six local councils are affiliated. Approximately 600 individuals are members of, or contributors to, the Council directly.

Area of operation: Philadelphia and surrounding counties

Pattern of operation and/or purpose:

The Fair Housing Council of Delaware Valley was formed to support and encourage freedom of residence in the Delaware Valley. It provides counsel and staff service to nearly thirty local Fair Housing groups in the area; assists minority group families who are seeking housing in previously segregated areas; and works with builders and realtors to secure compliance with local, state, and national laws dealing with equal housing opportunity. The Council carries on an educational and interpretive program with church and civic groups and cooperates with local and state Human Relations agencies. The second staff person, soon to be added with the aid of a grant from the United Presbyterian Commission on Religion and Race, will work primarily to encourage persons to take an active role in the fair housing movement on the basis of religious commitment. He will also work with churches and synagogues to encourage a greater corporate commitment by religious groups to fair housing principles and activities.

INTER-CITIZENS COMMITTEE OF BIRMINGHAM, ALABAMA
Box 1443
Birmingham, Ala.

Staff:	Executive Secretary, Rev. C. Herbert Oliver President, J. L. Ware No paid officers. All voluntary help.
Publications:	Mimeographed affidavits of persons involved in racial discrimination and difficulties. A phonograph record Birmingham 1963 is also available.
Tax exempt:	Yes
Budget:	Funds are needed for postage, supplies, secretarial help. Mr. Oliver is partially supported by the United Presbyterian Commission on Religion and Race. The Inter-Citizens Committee has also received some small support from other church agencies and from individual contributions.
Area of operation:	Alabama, particularly Birmingham

Pattern of operation and/or purpose:

The Inter-Citizens Committee was formed in April, 1960. It obtains statements from persons involved in discriminatory incidents, particularly police brutality, and checks and double-checks the facts. The statements are then published in mimeographed form and distributed to congressmen, government agencies and to national, civic, social, and religious organizations in the hope that American public opinion will put an end to racial injustice. This is the only organization that we know to be gathering such material in a systematic way.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP)
20 West 40th Street
New York, N.Y. 10018

Staff:	Roy Wilkins, Executive Secretary. Paid staff of 125, The NAACP is governed by a Board of Directors and an annual convention of elected delegates.
Publications:	Annual reports; pamphlets; magazine Crisis, monthly
Tax exempt:	No
Budget:	$1,615,653 in 1964. Most of the funds are from membership dues ranging from $1.00 a year for junior members to $500 for life members. The remainder is from contributions.
Membership:	In 1964 there were some 500,000 members in 1,600 local groups. Personal membership is available for persons living where there are no local chapters.
Area of operation:	Nationwide

Pattern of operation and/or purpose:

The NAACP, founded in 1909, is the oldest and largest organization in the civil rights field, with branches in all fifty states. It has been accused of conservatism by some of the more militant groups that rely on more spectacular direct action techniques. However, the NAACP has a long and illustrious history, the strongest mass base in the Negro community, and an impressive record of legislative achievement, including the Supreme Court decision on school segregation in 1954 and culminating in the organization of the massive lobbying effort that led to the passage of the Civil Rights Act of 1964. The long battles in the courts that prepared the way for the present social revolution were planned, financed, and directed by the NAACP. The New York Times reports of the NAACP Executive Director, "The consensus seems to be that the much criticized Mr. Wilkins is the best political mind at work in the civil rights movement."

The Association works on a seven-point program which encourages the organization of local Brotherhood-in-Action committees, community-wide surveys of job discrimination, counseling and guidance for Negro youth about job preparation, mobilization of public sentiment to broaden employment opportunities, the assignment of interracial teams of clergymen and lay readers to urge the removal of racial barriers in employment, the evaluation of the Negro's purchasing power, and plans to extend Brotherhood-in-Action programs to encompass housing, schooling, health facilities, public accommodations, and recreational facilities. It was the unchallenged leader in the field until 1960 with the challenge that grew out of the sit-in movement. Its campaign then as now was waged in the courts, legislative halls, and the marketplace.

In 1965, in addition to maintaining its other activities, the NAACP programming includes self-help projects within the Negro community concerned with community morals, delinquency, educational standards, and citizenship clinics.

NAACP LEGAL DEFENSE AND EDUCATION FUND, INC.
10 Columbus Circle
New York, N.Y. 10019

Staff: 9 lawyers
A Sponsoring Committee of 100 nationally known persons

Publications: Report, issued bimonthly.

Tax exempt: Yes

Budget: The 1963 budget was more than $1,000,000 and the Fund raised and spent $1,500,000 in 1965. Funds are secured from individuals and agencies.

Area of operation: Nationwide

Pattern of operation and/or purpose:

The fund was set up as a separate entity from the NAACP in 1939. Its purpose is action in the courts to achieve equality in education, employment, health facilities, housing, public accommodations; and secondarily the defense of civil rights workers, victims of arrest, harassment, and violence. The Fund has played a crucial role in the "Movement" through the long years of court action that prepared the way for the events of the past ten years and by providing the legal know-how and funds for the different, but equally vital, court actions stemming from the direct action phase of the struggle.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING (NCADH)
426 West 58th Street
New York, N.Y. 10019

Staff: Professional staff of four.
Governed by a Board of Directors of 93 persons and an Advisory Council of 57.

Publications: Trends in Housing, bimonthly; Fair Housing Handbook; pamphlets and reprints.

Tax exempt: Yes

Budget: For more than ten years, NCADH operated on an annual budget of less than $25,000 with a professional staff of one and then two persons, and an office secretary. During the last four years, the income gradually increased to approximately $50,000 a year. Proposals for an expanded ten-year plan of operation (which was adopted in October, 1964) will require an annual budget of $116,000 to be secured from individuals, participating organizations, and foundations.

Membership: 37 church, civic, labor, and civil rights groups

Area of operation: Nationwide

Pattern of operation and/or purpose:

Founded in 1950, the Committee seeks to remove religious and racial restrictions from the nation's housing market. In the new plan for a comprehensive ten-year program directed at achieving the open housing market and eliminating all racial, ethnic, and religious restrictions in housing the major emphasis of the staff will be to assist in the analysis of situations, definition of problems, devising of techniques and methods to overcome these problems, and assembling needed resources. Five basic program activities will be field services to localities and community groups; development of new approaches and educational techniques; local, regional, and national conferences; consultation, guidance, and technical assistance; fact-gathering; interpretation, and publication. NCADH is the national clearinghouse for information and organization in the field of fair housing.

NATIONAL SCHOLARSHIP SERVICE AND FUND FOR NEGRO STUDENTS (NSSFNS)
6 East 82nd Street
New York, N.Y. 10028

Staff: Richard L. Plaut, President, plus 14 others. Governed by a Board of Directors of 34 members. There is a Council of Advisors, also an Advisory Board of College Presidents.

Publications: Annual reports and other occasional publications, including a Newsletter beginning December 1964, for participants which lists demonstration projects, their sponsors and colleges involved.

Tax exempt: Yes

Budget: Estimated budget for 1965: $405,000 from individuals and agencies.

Area of operation: Nationwide

The long-term goal of NSSFNS is equality of educational opportunity for all deprived groups regardless of race. Until financial resources permit full implementation of this goal, the basic plan is to increase opportunities for Negro students in interracial colleges through a college advisory service and a supplementary scholarship fund. Efforts are made in behalf of all deprived students at earlier educational levels through such activities as Community Talent Search. Support for these special projects is solicited. Until recently

NSSFNS was virtually alone in the field of increasing opportunities for Negroes in integrated institutions and in promotion of early programs in behalf of culturally and economically deprived students. There are now many varied efforts, but none is as comprehensive and coordinated as the NSSFNS program.

NSSFNS is primarily a college advisory service (showing students where they may obtain aid). However, 209 direct awards were made in 1964. A total of 1,700 students were given counsel in that same year.

NATIONAL URBAN LEAGUE (NUL)
14 East 48th Street
New York, N.Y. 10017

Staff:	Whitney M. Young, Jr., Executive Director There are more than 500 professional employees and 6,000 volunteers in the Urban League Movement in the national office and branches in 65 cities. Governed by a Board of Trustees.
Publications:	Reports, pamphlets, studies, and other materials; PAR (People Above Race), a quarterly newsletter
Tax exempt:	Yes
Budget:	A national budget of $1,600,000 and a total budget, counting its 65 branches and affiliates, of some $5,000,000. The Urban League is usually included in local United Fund operations. Its national budget is derived from contributions by branches, agencies, and individuals.
Membership:	Some 50,000 in 65 branches in principal American cities. Its membership includes leading Negro and white members of the community, social welfare organizations, labor unions, industry, business, and banking.

Pattern of operation and/or purpose:

The Urban League was founded in 1910 to help thousands of Negro migrants from Southern farms to Northern cities and to find jobs and housing. The principal emphasis is on equal employment opportunities. It is not involved in direct action campaigns and has therefore not been as deeply affected by some of the strains that afflicted other civil rights groups in the past few years. The program of the League is aimed at getting at causes, conditions, and inequities. In 1964 a major reorganization and expansion program was announced "to combat poverty and despair" in the nation's Negro communities, and hope was expressed that the Federal Government would help finance its program and that both federal and local agencies would use Urban League resources in their campaigns against poverty. Mr. Young has vigorously pressed the case for a "domestic Marshall Plan" to obliterate American poverty.

As a voluntary community service agency of civic, professional, business, labor, and religious leaders, it is dedicated to the removal of "all forms of segregation and discrimination based on race or color." It has as its purpose also to secure for every Negro citizen equal opportunity to develop his fullest potential and to share equitably the rewards and responsibilities of American citizenship.

In 1963 the League drafted a detailed plan for improving the Negro's lot. The Executive Director urged that qualifications for all jobs be clearly written and uniformly applied. He defended the League against charges that it was too conservative and said that the big gains are made at the conference table where the League is "as militant as any group in the country." He endorsed the principle of compensatory action for Negroes to balance past racial discrimination. One of the new goals is the appointment of a nonwhite representative on every urban renewal and home financing board throughout the country.

OPERATION FREEDOM
c/o Rev. Maurice F. McCrackin
932 Dayton Street
Cincinnati, Ohio 45214

Staff:	Maurice F. McCrackin, Treasurer Governed by a Board consisting of 30 members.
Tax exempt:	Yes
Budget:	As of April, 1964, over $100,000 had been distributed. All funds go directly to families. There are no overhead or staff costs.
Area of operation:	Southern States

Pattern of operation and/or purpose:

Operation Freedom, begun in Haywood and Fayette Counties, Tennessee, now includes a large area of Mississippi and recently some help was given in Southwest Georgia. It works through committees in these areas composed of local people active in the freedom movement.

Continuing the work it began in 1961, Operation Freedom provides financial assistance in the form of loans (and in a few cases gifts) to people who suffer economic reprisals due to their participation in the freedom movement.

Contributions to Operation Freedom go directly to the people who are trying to help. None go for administrative costs.

Operation Freedom concentrates on the emergency-type need. It is the only organization devoted solely to carrying on "such a program of assistance." One of the projects is the sale of pecans and fruit cakes from Koinonia Farm in Georgia.

SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE (SCLC)
332 Auburn Ave., N.E.
Atlanta, Ga.

Staff: Dr. Martin Luther King, Jr., President, and staff of 98, including 60 field workers.
Governed by an Executive Board and an Annual Convention.

Publications: SCLC Newsletter, monthly; various pamphlets and brochures.

Tax exempt: No

Budget: $985,000 in 1965 from individuals and affiliates. All proceeds from Dr. King's writings and rallies are given to SCLC. The SCLC has 250 local affiliate chapters.

Area of operation: Focus on Southern and border states, although work was done in some Northern cities in 1964.

Pattern of operation and/or purpose:

Formed in 1956 in New Orleans, the organization stresses nonviolence. Its campaigns have a distinctly religious tone, and its policies follow the principle of positive action against racial barriers. It is not a substitute for, but a supplement to, the NAACP.

Dr. King, brought to national prominence by the 1955-1956 Montgomery bus boycott, organized the SCLC, which existed in name only until after the sit-in movement began. Membership is held through the affiliate groups of which there are 250 across the nation.

In March, 1964, according to The New York Times, the Conference initiated an Alabama-wide desegregation drive, using Montgomery as its base. It also undertook action in hard-core areas to test the Civil Rights Law. Voter registration is a high priority currently. Salaried staff people in more than 30 Southern cities conduct citizenship training classes to remedy the faulty education Negroes have received and provide literacy education for the wholly uneducated--penetrating the deepest backwaters of the South with a type of Negro self-help unique in the civil rights movement.

The aims and purposes of SCLC are stated in a recent issue of the Newsletter: to achieve full citizenship rights, and total integration of the Negro in American life; to stimulate nonviolent direct mass action to remove the barriers of segregation and discrimination; to disseminate the creative philosophy and techniques of nonviolence through local and area workshops; to secure the right and unhampered use of the ballot for every citizen; to reduce the cultural lag through Citizenship Training Program; to foster understanding and communication in the white community through "Operation Dialogue."

SOUTHERN REGIONAL COUNCIL, INC.
5 Forsythe Street, N.W.
Atlanta, Ga. 30303

Staff: James M. Dabbs, President, plus 7 other officers. Governed by board of some 80 Southerners, from the major religious faiths, both races, and the 13 states of the region.

Publications: The New South, a periodical; special reports, pamphlets, books.

Tax exempt: Yes

Budget: $597,000 from various agencies, including denominations and individuals.

Area of operation: Southern States, although the publications have had a national audience and influence.

Pattern of operation and/or purpose:

The Council is nonprofit, nonpolitical, and nondenominational. Its predecessor, the Commission on Interracial Cooperation, was formed in 1919 and the Council was chartered in 1944. It believes that Southern problems cannot be satisfactorily solved unless Southerners are willing to discuss them frankly, critically, and realistically. The program and its publications are prepared to serve that end.

The present functions of the Council may be summarized as follows: It provides consultative services to private and official agencies; it publishes a monthly magazine and works with press, radio, and television; it is a clearing-house and coordinator for other agencies concerned with Southern problems. It is an educational organization seeking practical working solutions rather than spectacular pronouncements. The Council seeks to attain the ideals and practices of equal opportunity for all peoples in the South; it seeks an unsegregated society, through the method of fair, open, and well-informed discussion.

STUDENT INTERRACIAL MINISTRY (SIM)
Room 574, 475 Riverside Drive
New York, N.Y. 10027

Staff:	Russell Richey, Coordinator; Tom Boomershine, Assistant Coordinator. Staff expenses are largely paid by Field Work Department of Union Seminary. Secretarial services are provided by the Commission on Racial and Cultural Relations of the NCC.
Tax exempt:	Yes
Budget:	The 1965 budget is $26,300 to come from individuals, churches, and agencies.
Area of operation:	Nationwide

Pattern of operation and/or purpose:

SIM was born in 1960 when four Union Theological Seminary students conceived the idea of going South to serve as assistant pastors in Negro churches for the summer and thus to witness to the reconciling power of love. Although demonstrations were still the order of the day, SIM became a symbol of the victory already won by Christ, which has overcome the barriers that separate man from man. On their return, SIM was officially founded to place white seminary students in Negro churches and Negro seminary students in white churches for the summer.

From four students in 1960, SIM grew to thirteen in 1961 (ten white and three Negro); to sixteen in 1962; to twenty-five in 1963; and to thirty and a budget of $15,000 in 1964. In the summer of 1964, students from fourteen denominations and fourteen seminaries were involved. In five years of SIM, 89 students from 29 seminaries have participated.

The SIM purpose is: "To witness to the concern of the church for the problem of human relations by providing communities with interracial ministeries and to further the work of reconciliation between the white and Negro races, and the redemption of segregated communities, which tasks are one aspect of the reconciling and redeeming work of Jesus Christ our Lord."

STUDENT NONVIOLENT COORDINATING COMMITTEE (SNCC, PRONOUNCED "SNICK")
8½ Raymond Street, N.W.
Atlanta, Ga. 30314

Staff:	James Forman, Executive Secretary; John Lewis, Chairman. Staff of 75, according to The New York Times article, August, 1964, usually paid subsistence salaries only. Governed by an Executive Committee.
Publication:	The Student Voice, a monthly.

Tax exempt: No (Contributions to The Student Voice are tax-exempt.)

Budget: Projected budget for 1965 is $1,250,000 from individuals and groups.

Membership: It is not a membership organization, but an agency attempting to stimulate and foster the growth of local protest movements. It consists of representatives of protest groups that meet regularly to formulate strategy. It elects an executive committee, which is responsible for employing staff and overseeing the general program.

Area of operation: The South

Pattern of operation and/or purpose:

Financed by private funds from a Northern white philanthropist, Dr. Martin Luther King called a meeting in April, 1960, of students involved in sit-in demonstrations against lunch-counter segregation. This led to the formal organization of SNCC in October of that year. The students felt that credit should have gone to them, and the Committee went through complete organizational change, losing its grass-roots ties to Negro colleges and universities, and Dr. King did not continue in a leadership role. In 1961 the total staff was 16, but in 1963 the staff increased to 70, with another 25 or more students recruited for the summer. In 1964, there were 520 volunteer staff in Mississippi working on voter registration or operating "Freedom Schools." The Committee went into the "hard-core areas" and picked up the torch on the Freedom Rides in 1961.

SNCC's grass-roots approach is designed to build indigenous, trained leadership on college and high school campuses and in local communities. SNCC is the most aggressive of the direct action groups, though committed to nonviolence. Field representatives of SNCC (like those of CORE) are paid minimal subsistence salaries and are usually housed with Negro families in communities where they work. They have shown a dedicated willingness to go into the hardest areas of Alabama, Mississippi, and Georgia and work on voter registration.

UNITED PRESBYTERIAN CHURCH FUND FOR FREEDOM
United Presbyterian Commission on Religion and Race
Room 367, 475 Riverside Drive
New York, N.Y. 10027

Staff: Rev. Marshall Scott, Chairman; Rev. Gayraud Wilmore, Executive Director; Rev. J. Metz Rollins and Rev. Robert Stone, Associate Executive Directors. Policy is determined by a Commission of 40 members.

Tax exempt:	Yes
Budget:	The Fund for Freedom received approximately $193,500 in 1964 from special offerings in churches and from individuals. The General Council has authorized another special offering in 1965.
Area of operation:	Nationwide with some support of causes in South Africa, as well.

Pattern of operation and/or purpose:

The Freedom Fund was authorized by the General Assembly to meet critical and emergency needs in the continuing crisis in race relations. The Fund, administered by the Commission on Religion and Race, works through special projects, grants-in-aid, scholarships' and other ways to help both Negro and white communities strengthen their efforts to achieve an integrated church in an integrated society.

The Fund for Freedom supports other programs principally, rather than administering its own. The Fund has supported ministers and laymen who have suffered economic reprisal because of their position on civil rights or their activities for racial justice. It has contributed largely to the Opportunity Scholarship program, whereby educational opportunity is opened for minority group youth. It has contributed to organizations struggling against apartheid and oppression in South Africa and to legal defense outposts in our own South (though, contrary to some impressions, it has not made large sums available for bail bonds). It has also contributed to voter education and registration efforts. It has strengthened programs in synod and presbytery Commissions on Religion and Race.

Most grants made by the Fund for Freedom have been to individuals or groups related to the church, thus enabling them to stand alongside and work with the nonchurch agencies.

Persons who do not have opportunity to contribute to the Fund for Freedom through their local congregation or who desire to make additional contributions through the year may send checks directly to the Commission or to the Department of Interpretation and Stewardship, The United Presbyterian Church U.S.A., 475 Riverside Drive, New York, N.Y. 10027. Be sure the contribution is clearly designated for "Freedom Fund - Commission on Religion and Race."

UNITED PRESBYTERIAN CHURCH STUDENT OPPORTUNITY SCHOLARSHIPS
Office of Educational Loans and Scholarships
425 Witherspoon Building
Philadelphia, Pa. 19107

Staff:	Staff services provided by the Boards of Christian Education and National Missions. Administration by a Committee of Eight.
Budget:	Approximately $30,000 from the Fund for Freedom offering in addition to funds from the two Boards. Scholarship support is also solicited from churches and individuals.

Area of operation: Nationwide

Pattern of operation and/or purpose:

The Student Opportunity Scholarship program is designed to help redress the imbalance in higher education opportunities for young people from disadvantaged minority groups in America. It consists of two parts: a tutorial program on the campus of a United Presbyterian college to aid students whose educational preparation and cultural background have left them inadequately prepared for college work; and direct scholarship aid, in cooperation with college scholarship programs, to qualified students who could not otherwise enroll in college.

Potential recipients are identified principally through the Summer Study Skills programs and the Educational Counseling Service of the Board of National Missions. The recipients need not necessarily be United Presbyterians and they need not necessarily enroll in Presbyterian colleges. College scholarship funds are expected to provide some support and student groups are challenged to raise funds to assist in bringing Opportunity Scholars to their campuses.

Churches and individuals may contribute directly to the scholarship phase of the program. In September, 1964, the Office of Educational Loans and Scholarships indicated that information concerning particular individuals needing such aid could be made available.

April 13, 1965

Mr. Ed Berman
Finance Chairman
Washington Chapter
Congress of Racial Equality
128 Florida Avenue, N.W.
Washington 1, D.C.

Dear Mr. Berman:

It's difficult to answer some of your questions since COFO as such does not have a budget. COFO receives some money by direct contribution. By far the greatest percentage of expenditures come from direct expenditures of the civil rights organizations themselves. CORE has been spending approximately $120,000 a year in Mississippi. These expenses include staff salaries and personal expenses, automobile expenses (which run very high), rent, phone, travel, etc. I do know the expenditures made by SNCC, but I judge them to be slightly higher though they may not be. CORE is now engaged in a major expansion of its voter registration campaign in South Carolina and will probably expand its Louisiana program as well. Thus, by the end of the summer, Mississippi will represent somewhere between 1/4 or 1/3 of the total summer expenditure. Right now it is somewhat higher.

In addition to staffing the Fourth Congressional District, CORE staff members serve the Jackson COFO office as Treasurer, state freedom school coordinator and state community center coordinator. Also, Dick Jewett of our staff is one of the administrators of the Jackson office.

I hope this is the information you requested.

Sincerely yours,

lu

Marvin Rich

CORE stationery

April 19, 1965

John Allison, Esq.
Marshall, Bratter, Greene, Allison & Tucker
430 Park Avenue
New York, N.Y. 10022

Dear John:

I'd very much like to meet with Mr. Graubard at your convenience. I'm free any time on Monday, Tuesday and Thursday of the week of April 26.

Thanks so much.

Cordially,

Marvin Rich
Executive Director

lu

April 19, 1965

Mr. Gordon Brumm
2 Inman Street
Cambridge, Mass. 02139

Dear Mr. Brumm:

How about writing a page or page-and-a-half summary of the book or of your ideas of how the book should be. I will circulate it among one or two publishers I know. If they feel there is any possibility, we can work to get an advance payment or foundation support. But there's no real prospect for either unless the publisher indicated that he feels it worthwhile.

Sincerely,

Marvin Rich
Executive Director

lu

April 21, 1965

Dear Marvin—

Somewhere I have your letter and often I look for it but to no avail—any way here's an article from the local paper which I thought you'd like for the picture—I did.

I can write nothing about Civil rights because Santa Fe has a total negro population of about 25 and though I've seen one on the back of a motorcycle I'd still say its integrated. A small protest, all white I think, was got out for Selma + pretty lady got her picture in the paper with a sign saying "we protest SELNA" which reminds me of the story of the Prof. + his wife in Vancouver who walked down town with huge signs saying "FREE DJILAS" and collected an enormous crowd all expecting some sort of handout.

So this is a purely selfish letter to ask you what you meant about expanding your line of ceramics. I would have said yes right away "yes it is not too far + I would be delighted" but I had no kiln. Now I have + though I haven't as yet done a glaze firing I feel that by August, when we come east, I'll be able to supply you with any beautiful wares you desire - just name it. If you want a pattern, draw it, but if only a Color you remember describe it or if you don't care + have something else in mind say that. I can't remember much. Since I got here nearly I have had Nannette's cioppino bowls sitting on the shelf - bisque fired but not glazed due to no kiln. If you talk to her ask her if she still wants them in August - otherwise we can use them. I'll be happy to sell some things when we come through, if I can, as we will be quite broke, as we are. However, and other + despite that + except for Viet Nam life couldn't be better. I'm very happy here with this beautiful man in this beautiful far away place.

And we have a big red Ford pickup truck! When we come east we'll put the motorcycle, pots, painting gear + dog in it + traverse great American Continent camping the while.

If you were going to try to sell an idea for a book starting with the idea which ~~are~~ is photographs, quite unusual ones in color of Mexico, specifically religious artifacts (though it could be other) by a very eminent photographer named Eliot Porter - how would you go about it? I thought I would ask Marvin Rich, who would certainly know. Eliot has done two beautiful books under the auspices of the Sierra Club-Calif-naturalist stuff but this book would not be their meat + he doesn't know how to go about selling it, getting it published, though Jorge thinks these photos better than Eliots' *others*. *It's* the kind of photography where each picture is a work of art - a whole world, etc but not telling a story or other related and/or human interest stuff. So it can't be hooked up to Lillian Smith or anything like that + its too good for the Mexican Tourist bureau and too expensive for the Catholic Church (what am I saying?) What I mean is, they won't do.

And maybe I could be his agent in August if Marvin Rich tells me where to start.

What's this about Peekskill + never stopping in Croton? You should have moved there - my mother owns three houses 5, 7 + 15 King Street + rented one from her. How can she keep contributing to CORE with no income?

Doesn't Evie have a birthday about now? Black negligees? A heap of love to you both -

Cynthia

THE FOLLOWING PAGES ARE THE BEST
AVAILABLE.

Temple Sharey Shalom
SO. SPRINGFIELD AVE. & SHUNPIKE ROAD
SPRINGFIELD, NEW JERSEY

FROM THE STUDY OF
Rabbi Israel S. Dresner

APR 23 1965

2 checks
36.00 Rich

April 21, 1965

Mr. Marvin Rich
CORE
38 Park Row
New York, N.Y.

Dear Marvin:

I am enclosing two checks, each for $18.00, (in good Jewish manner!). One is from the Keren Ami Philanthropic Fund of the young people of our Religious School, and I would like an acknowledgement sent to our Religious School student body.

I know that you are now running some sort of CORE Educational and Defense Fund "front" group. Please send me some literature on it, as I may be able to rustle up some contributions if you have gained tax exemption.

Please do me another favor. Although I have paid my dues to the Newark Chapter I have never been sent a new CORE membership card. I would like one, as I always show it with my driver's license whenever stopped by a southern state trooper. I find it better than a five dollar bill.

If there is anything I can do for CORE--speaking etc.--please let me know.

We Shall Overcome,

Rabbi Israel S. Dresner

April 21, 1965

Marvin Rich
CORE Scholarship, Education & Defense Fund
150 Nassau Street
New York -

Dear Mr. Rich:

Mrs. Singer, at your office, suggested that I write to you. There is not much to add to what I have already told her. I read, a few months ago, about a group that is interested in having painters go into the Negro colleges in the south and establish or assist in the art departments of those schools. As an artist commited to the movement I am very interested in working in the south. So far I have been unable to gather any specific information about such a project. Mrs. Singer gave me a list of colleges friendly to the movement. Dr. Patterson at the United Negro College Fund will send me a list of college presidents who might be interested in this project. Mrs Singer suggested that you would know more about the activities concerning the colleges in the south. I would appreciate any assistance you might give me in this matter.

Sincerely
David Ruff

April 22, 1965

Mr. David Ruff
70A Glasco Turnpike
Woodstock, New York 12498

Dear Mr. Ruff:

The gentleman who can give you all the necessary information is Paul Brach at 235 West 76th Street, N.Y.C.

Good luck!

Sincerely,

Linda Umans

April 22, 1965

Mr. Dean H. Lewis
Chairman
Staff Committee, Religion and Race
The United Presbyterian Church in the United States of America
Board of Christian Education
Witherspoon Building
Philadelphia 7, Pennsylvania

Dear Mr. Lewis:

Thanks so much for sending us the mimeographed copy of the Annotated Listing of Organizations and Programs Seeking Racial Justice. Since the basic material on CORE Scholarship, Education and Defense Fund was gathered, there have been a few changes.

I am the Executive Director and both administrators are volunteer. Shelley Appleton is our Treasurer. The basic annual budget for the fiscal year ending August 31, 1965 is $200,000. I am enclosing a copy of our brochure which has just been printed. It may be of some interest you.

Sincerely yours,

Marvin Rich
Executive Director

lu
encl.

LAW OFFICES
MARSHALL, BRATTER, GREENE, ALLISON & TUCKER
430 PARK AVENUE
NEW YORK, N.Y. 10022
TELEPHONE 421-7200

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JAMES MARSHALL
COUNSEL

EDWARD M. BRATTER (1934-1957)
WILLIAM J. BRATTER (1950-1960)

CABLE RETTARB, NEW YORK

WASHINGTON OFFICE:
815-15TH STREET, N.W.
MORTON E. YOHALEM
RESIDENT PARTNER

April 22, 1965

Messrs. Marvin Rich and Andrew Norman
CORE Scholarship, Education and Defense Fund, Inc.
150 Nassau Street, Room 1312
New York, N.Y. 10038

Gentlemen:

This is to acknowledge your letter of April 21. I have already made a gift to CORE this year of more than the $1,000. you request. But in any event I think that I would not give to your fund. While I do not question the value of its work, I fear that it is bound to siphon off the money and energies of people to whom tax exemption is more important than cause and thus deprive the working arm of CORE of much needed aid. Consequently I shall stick to CORE and its cause irrespective of tax exemption.

Very truly yours,

James Marshall

JM:MS

ARTISTS CIVIL RIGHTS ASSISTANCE FUND, INC. (ACRAF)

156 FIFTH AVENUE, NEW YORK, N. Y. 10010

TELEPHONE 212: 255-3224

NOTE=
MARV = Call Ray Arvio
Mon. - 4/26 -
to find out who is
on Grants Committee

April 22, 1965

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President

CHAD MITCHELL
Vice-President

FRANKLIN FRIED
Vice-President

FRANK WERBER
Treasurer

MICHAEL STANDARD
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Executive Director

JIMMY MILLER
Director of Special Projects

MARY ROBINSON WALKER
Assistant to the Director

* in formation, November, 1964

Mrs Miller

Mr. Marvin Rich,
Executive Director
CORE Scholarship, Education
and Defense Fund, Inc.
150 Nassau Street
Room 1312
New York, N.Y. 10038

Dear Mr. Rich:

I am in receipt of your application on behalf of the Fellowship Program dated April 21, 1965.

The Grants Committee of the Board of Directors will meet in New York during the week of May 15, 1965 and your application will be submitted to them for consideration at that time.

I am aware personally of your scholarship program and its value, and you may be assured that the application will receive full consideration.

Sincerely,

Michael Standard

Michael Standard
Secretary

1.
2.

MS:jw

April 26, 1965

Mr. William J. Strawbridge, Jr.
International Division
Chemical Bank New York Trust Company
20 Pine Street
New York, N.Y.

Dear Mr. Strawbridge:

It was a good solid conversation today.

Enclosed is the CORE SEDF financial report for the year ending August 31, 1964. As I indicated, our fiscal year ends shortly before we make our scholarship grants. Thus, this report shows a surplus considerably greater than it would have if the year had ended at the end of September.

Also enclosed is a detailed description of our scholarship program and our community development fellowship program. These should be relatively self-explanatory.

The attached budget will be increased significantly at our next Board meeting. The increase will be in the areas of voter registration and community development fellowships.

I am also including a list of current members of the Board of CORE SEDF. Mr. Norman is also Treasurer of the Aaron E. Norman Fund. Miss Addison is the noted soprano. Mr. Allison is a partner at Marshall, Bratter, Greene, Allison & Tucker, Shelley Appleton is a Vice-President of the International Ladies'Garment Workers'Union. The Reverend Frederick James is chairman of the social action committee of the African Methodist Episcopal Church. Dr. William Stuart Nelson is Vice-President of Howard University. Rowland Watts was formerly general counsel of the American Civil Liberties Union. Mrs. Willen is National Chairman of the National Council of Jewish Women.

I do hope that you will be able to join our Board. I'm sure that your advice and vigor would be most useful.

Sincerely,

Marvin Rich
Executive Director

lu
encl.

April 26, 1965

Mr. John Henry Faulk
670 West End Avenue
New York, New York

Dear John:

Enclosed is a prospectus for our Community Development Fellowships. I'm really pleased and excited about the program. It should help keep the summer programs going this year. It should also make for better evaluation than in the past.

I note that you are on the Board of Directors of Artists Civil Rights Assistance Fund. I don't know if you're on the selection committee or not, but we've asked them for some money. If you can help, fine. If not, fine.

I hope to see you soon.

Cordially,

Marvin Rich
Executive Director

lu
encl.

cc: to 2007 Paramount Ave.
Austin, Texas.

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430 PARK AVENUE
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LEWIS D. LOWENFELS
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DAVID BERNHEIM
BENET POLIKOFF, JR.
ROBERT H. FALK
GERALD M. HIGIER

JAMES MARSHALL
COUNSEL

EDWARD M. BRATTER (1934-1957)
WILLIAM J. BRATTER (1950-1960)

CABLE RETTARB, NEW YORK

WASHINGTON OFFICE:
815-15TH STREET, N.W.
MORTON E. YOHALEM
RESIDENT PARTNER

April 26, 1965

Mr. Marvin Rich, Executive Director
CORE Scholarship, Education and
Defense Fund, Inc.
150 Nassau Street
Room 1312
New York 38, New York

Dear Marvin:

Enclosed are two letters which should be transcribed onto CORE SEDF letterheads and mailed to the respective addresses.

I have also partially completed the Florida Unemployment Tax Status Determination form. I assume that you have the information which I omitted. This should be sent to Florida along with the letter.

I have prepared a memorandum for circulation among lawyers representing SEDF in the field. It is currently on Jack Allison's desk awaiting his comments.

If you have any questions on any of the above, please feel free to call.

Very truly yours,

mike

Michael S. Barron

MSB/cq
encs.

April 28, 1965

Mrs. Cynthia Fick
P.O. Box 176
Santa Fe, New Mexico 87501

Dear Cynthia,

Thanks so much for your note. It was confused as you were and it was a joy to read. I am nostalgic and almost homesick. I don't know if that last is the right word. I think it isn't, but who knows.

I don't know what I meant about expanding my line of ceramics. Why don't you make something and I'll buy it. I have great confidence.in your ability.

The breakfast set you made for me is beginning to chip and I've broken about one of everything. And you know damned well I can't draw. Will ask Nannette about her cioppino bowls.

I'm glad you like your wonderful man. I think marriage is great. After eight years I'm still in love. Probably means I'm square, but I never pretended to be otherwise.

I don't know very much aboutsselling book ideas but I do know a publisher who is very nice. I don't think he specializes in the sort of thing you mentioned but I'll find out for you.

My Peekskill place is not in Peekskill, has no heat and is really designed for summer-type living. Is Mama still in Croton. If she is, I'll stop by King Street one day.

Yes, Evie did have a birthday. I bought her an attahhe case. No black negligee. I must be getting old.

All the best.

Sincerely,

lu Marvin Rich

ANDREW NORMAN, *President*

ADELE ADDISON
JOHN ALLISON
SHELLEY APPLETON
JAMES BALDWIN
KATRINA McCORMICK BARNES
CHARLOTTE DEVREE
WILLIAM ELLIS
THE REV. FREDERICK JAMES
HENRY MORGENTHAU, III
DR. WILLIAM STUART NELSON
ELAINE SLATER
NORMAN THOMAS
ROWLAND WATTS
PEARL L. WILLEN

NANNETTE SACHS
MARTHA ANN SINGER
Staff Assistants

April 30, 1965

Negro youth of college age cannot postpone their higher education until long-range problems are solved. CORE Scholarship, Education and Defense Fund has established two programs to meet the immediate needs of Negro students.

The Eleanor Roosevelt Scholarship Program makes grants to students who have made significant contributions to the struggle for human rights, who have shown character and leadership ability and whose need is related to their civil rights activities.

Twenty-seven students are attending college and graduate school with the help of Eleanor Roosevelt Scholarships. Over 75 applications are now pending for the fall semester. These are not the straight "A" students who easily can get help elsewhere; they are students with respectable academic records who have made major personal and economic sacrifice to the civil rights movement. They have matured through their service, but they need further training to realize their potential.

Community Development Fellowships will be awarded for the first time this summer to students who wish to work in community projects sponsored by national civil rights organizations. Summer projects offer rare opportunities for direct field experience in areas related to a student's field of study. Fellowships will carry stipends of $500 to enable students to participate who cannot otherwise pay their own expenses. The Fellowships will be especially useful to Negro volunteers since few Negroes can support themselves over the summer without a job.

Contributions are exempted from income taxes

These programs, which are described in detail in the enclosed brochures, are vital to the future of this generation of college-age youth. We shall all reap the benefits if these students receive the advantages of higher education. We ask your support and hope you will be able to provide $ to these educational programs.

Sincerely,

Andrew Norman
President

Marvin Rich
Executive Director

April 30, 1965

James Marshall, Esq.
Marshall, Bratter, Greene, Allison & Tucker
430 Park Avenue
New York, N.Y. 10022

Dear Mr. Marshall:

Thank you for your reply to our appeal for funds for the Community Development Fellowships.

Your reasons for not wishing to support this project are laudable. We are grateful for your recent aid to CORE and CORE's action program. We wish more people did not consider tax exemption an inducement to contributions.

We thank you for your interest and support your sentiments.

Sincerely,

Marvin Rich
Executive Director

lu

May 3, 1965

Editor
Herald Tribune
230 West 41st Street
New York, New York

To the editor:

Serialization of William Bradford Huie's *Three Lives For Mississippi* is a public service. Having known James Chaney and Michael Schwerner, I can attest to the faithfulness of Huie's portrayal of these dedicated and courageous young men. Being familiar with Mississippi, I can attest to the atmosphere of violence which pervades the state and which affects every movement made by civil rights workers.

Your readers may be interested to know that they can help to carry on the work which Michael and Rita Schwerner began in Meridian over a year ago. The CORE Scholarship, Education and Defense Fund is building a Memorial Community Center in Meridian. The new center will provide meeting and classrooms, a library, space for recreation, health services, vocational training and remedial education. Tax-deductible contributions to the Chaney-Goodman-Schwerner Memorial Center may be mailed to CORE SEDF, 150 Nassau Street, Room 1312, New York City.

Sincerely yours,

Marvin Rich
Executive Director

May 3, 1965

Michael Barron, Esq.
Marshall, Bratter, Greene, Allison & Tucker
430 Park Avenue
New York, N.Y. 10022

Dear Mike:

Thanks so much for the Florida forms and the city sales tax letter. Can I bother you again?

Is there a way to be found for us to avoid paying excise taxes? We may have to purchase some cars for voter registration programs and a 10% savings here could be very substantial. Also, when the new state sales tax goes into effect, do we have to fill out a special form?

Thanks too for working on the memo for the lawyers.

Sincerely,

Marvin Rich
Executive Director

lu

May 4, 1965

TO: CORE SEDF BOARD

FROM: ANDREW NORMAN AND MARVIN RICH

Unfortunately, we must delay the Board meeting until May 26th, 12:30 pm at the offices of Marshall, Bratter, Greene, Allison & Tucker, 430 Park Avenue, New York 22.

We had a very skimpy quorum available for an aarlier meeting, but the subjects on the agenda deserve the consideration of the largest possible number of Board members.

This next meeting will be our annual meeting as well as a Board meeting. Therefore, we must elect present and new members of the Board and officers of the corporation, review our auditor's report, and conduct other corporate business. In addition, there will be several important program items to consider. These include:

1. Summer program plans (including the new Community Development Fellowships);
2. Scholarship Committee report;
3. Meridian Memorial Community Center;
4. Legal program;
5. Leadership Development;
6. Voter registration--South Carolina.

We must also review our fund-raising (including Art Show, Broadway Answers Selma, and other efforts), revise our budget and plan for the fall.

A more complete and formal agenda will be sent later but we did want you to know now the date and time. If you have any suggestions for the agenda, please let us know.

WILLIAM S. PALEY FOUNDATION, INC.
485 MADISON AVENUE
NEW YORK

William S. Paley
Barbara C. Paley
Ralph F. Colin
John S. Minary
Sidney W. Harl
Frank Stanton

May 5, 1965

Mr. Marvin Rich
CORE Scholarship, Education
and Defense Fund, Inc.
Room 1312
150 Nassau Street
New York, New York 10038

Dear Mr. Rich:

Your letter of April 30 concerning a contribution to CORE Scholarship, Education and Defense Fund, Inc., has been received.

It has been referred to the Directors of the William S. Paley Foundation and will be given careful consideration at their next meeting.

Sincerely,

John S. Minary

Secretary

JSM:emm

May 6, 1965

Mr. Frank Grossman
5 Tilden Court
Livingston, New Jersey

Dear Mr. Grossman:

At a recent meeting with the various civil rights organizations I proposed the "I CARE" drive substantially as you proposed it to James Farmer. Everyone seemed intrigued by the idea. However, it is my judgment that nothing will come of it as a coordinated idea. I may be wrong but I have the feeling that they were thinking in other terms.

But I think the idea is an excellent one and hope to follow up with it in the fall for CORE. Does this meet with your approval?

Sincerely yours,

Marvin Rich
Executive Director

lu

cc Mail to A GARTNER with copy of Farmer letter

May 7, 1965

Miss Lillian Smith
Old Screamer Mountain
Clayton, Georgia

Dear Lil,

I'm glad to see that Norton has re-issued "The Journey" in paperback. I'm going to read it again and will give you my opinion.

I don't know how the record will go. I'm not sure that Arthur Klein will push it as much as I would like but we'll see.

We've had a series of workshops in Louisiana both for our own staff and for the college students. There's a tremendous stirring and ferment on the campus. Lord knows, there's reason enough for it with the idiocy in Santo Domingo and the continued resistance to integration all around the students. One very hopeful sign -- we have gotten white students from Louisiana University to do sustained voter-registration work in some of the most difficult parishes in Louisiana.

Have you seen Robert Penn Warren's new book? It was far better than I expected. He seems to be reaching out and trying to understand some of the nuances.

Take care.

Love,

J. M. Secy

CORE
38 Park Row
New York, NY

MEMORANDUM

May 7, 1965

TO: Mrs. Newman Levy

FROM: J.E. McDonald & Maureen Murphy

SUBJECT: Possible Annual Fund Raising Project

Persuant to no other conversation it dawned on us that over the past six years CORE has done very little for the artists who have contributed so much of their time (standing performers, actors and acresses) and perhaps if we had over the years it would be easier for us to make contact with the performing artists. Therefore we have the following proposal to make regarding this.

good

Dick Gregory who has contributed a great deal of both time and talent and finance to the movement has not been honored by any civil rights group yet. It is our feeling that if CORE could set up a reception or salute to Dick Gregory there would be a possibility of raising about $100,000.

? has helped greatly - deserves but will be draw -

Briefly, here are three areas which I feel we might be able to make the money.

1. Journal - As we see it the journal could possibly bring in itself $100,000 . This would be drawn from people in the arts and sciences, record companies, film industry, civil rights leaders, etc. — No
2. Dinner - The actual dinner could take place prior to a performance with patrons being invited to the dinner. — No ?
3. Benefit Performance - A program after the dinner where we could draw on many distinguished artists both on the East and West coast who would redily give their time and talent for such a project and where we could have also a general admission . — Yes

Because of Dick's financial status I feel that we could offer him ~~a percentage~~ a sum of money which is raised and perhaps a small trophy of some sort that would differ from the thousands in his home.

No - please very bad

Another area of people whom we would be able to contact are his fraternity organization which has indicated interest in such a project as this over the years. We would appreciate your written thoughts on this matter so that we may proceed in a way that would be fitting for us at this point.

good

Let me state that this had been considered by other groups byt there has been no real effort made to follow through on any of this thinking.

I am attaching the memo which I sent Maureen.

JEROME L. GREENE
JOHN P. ALLISON
OSCAR L. TUCKER
MARVIN J. BLOCH
ROYAL E. BLAKEMAN
ALAN L. ROSENBLUM
MORTON S. ROBSON
MARK N. KAPLAN
RAPHAEL G. SCOBEY
ARTHUR L. KIMMELFIELD
SAMUEL C. COHN
ANDREW N. HEINE
C. LEONARD GORDON
FRED N. GERARD
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MICHAEL S. BARRON
MICHAEL I. GINSBERG
JOEL H. JANKOWITZ
DONALD H. SISKIND
HERBERT ROSENBERG
DONALD N. GELLERT
DAVID BERNHEIM
BENET POLIKOFF, JR.
ROBERT H. FALK
GERALD M. HIGIER

LAW OFFICES
MARSHALL, BRATTER, GREENE, ALLISON & TUCKER
430 PARK AVENUE
NEW YORK, N.Y. 10022
TELEPHONE 421-7200

JAMES MARSHALL
COUNSEL

EDWARD M. BRATTER (1934-1957)
WILLIAM J. BRATTER (1950-1960)

CABLE RETTARB, NEW YORK

WASHINGTON OFFICE:
815-15TH STREET, N.W.
MORTON E. YOHALEM
RESIDENT PARTNER

May 10, 1965

Mr. Marvin Rich
Executive Director
Core Scholarship Education and
  Defense Fund, Inc.
150 Nassau Street
Room 1312
New York, New York 10038

Dear Marvin:

Unfortunately, there is no way in which SEDF can avoid payment of federal excise taxes.

When the new State sales tax goes into effect, I will let you know if any additional paper work is necessary with respect to the possibility of your exemption therefrom. Such details are not clear at this stage of the game.

Very truly yours,

Mike

MSB:bc

Michael S. Barron

1708 Everett St,
Jackson, Miss.
May 10, 1965

Mr. Marvin Rich
CORE SEDF
150 Nassau St. Room 1312
New York, New York 10038

Nan — I read this.
Can you answer
her questions about
the foundation?
A. SINGER

Dear Marvin—

Thanks for your letter. I was too late for graduate schools. Maybe later. I heard, recently, about the Upland Institute of the Crozer Foundation in Chester, Pennsylvania. They are trying to recruit some people down here, & they might take me. My purpose here is 1. to let you know I'm trying to find out more about it. Total fees, incidentally, they describe as "maximum of $900".

2. to ask your opinion of the outfit, or whatever you know about it. The two directors are Dr. John Thomas + Dr. George Willoughby. One of them is with the New York Friends Group, whatever that is. Most 'illustrious names on their roster of guest lecturers were Bayard Rustin & Norman Hill (ie. people with whom I was most familiar). Their phrase is "a program for social conflict

management," which sets me against them right there. Nevertheless, the thing is physically so fortuitous that I don't want to be prejudiced. Anyway, would you recommend them, based on what you know or can find out easily?

Thanks.

Lois.

There's less & less to say about Jackson. I think I'll have to go to La., CORE willing, for the summer. COFO used to be a great organization; you know that. There's nothing left, though, that I can take any inspiration from.

MAY 11 1965

SA SPOKEN ARTS, INC.

95 VALLEY ROAD
New Rochelle, New York 10802
Area Code 914 — NEw Rochelle 6-5482

ARTHUR L. KLEIN, Ph.D.
President
LUCE A. KLEIN, Lic-ès-Lettres
Vice-President

May 10, 1965

Mr. Marvin Rich
CORE
38 Park Row
New York 38, N.Y.

Dear Mr. Rich:

I am enclosing copy of letter sent to Mrs. Newman Levy concerning the Lillian Smith recording of "Our Faces, Our Words" which is finally going to see the light of day! It is a very moving album, I can tell you, and we are very proud to be part of it! The cover design - we are using a photograph by Ann Meuer that she took a couple of weeks ago in the South - is visually expressive of what one will soon hear. I know you will like it.

In one of the first letters I had from Lillian Smith in which we discussed many of the contractual problems and royalties involved which I can tell you have all been worked out very favorably...(Also as I wrote to Mrs. Levy, SPOKEN ARTS is going to set aside a special royalty of its own for CORE)... In this first letter, Miss Smith wrote...."Marvin Rich is aterrific guy: you can always depend upon that man's integrity in every way. This I am sure of." I thought you might want to know that from her...

As I mentioned to Mrs. Levy she does not want Core's name used on the record. As an artist she feels "I am nobody's voice but my own." And I think we should abide by her wishes. Don't you?

I Hope to have the pleasure of meeting you before long.

Sincerely yours,

Arthur L Klein

ALK/cr

Arthur Luce Klein

THE FOLLOWING PAGES ARE THE BEST
AVAILABLE.

[illegible] I [illegible] honor to my name & I'll do a brief [illegible]
blurb for CORE if you want me to — to go on
your ad of the record. Or to use as a sticker
on the albums you sell —

LILLIAN SMITH
P. O. BOX [illegible]
CLAYTON, GEORGIA 30525

in thousands of stores where chances it has a reasonable chance of making a few sales at least. And if it does, this money or some of it will get back to CORE.

But the records which CORE itself sells from headquarters or through its branches may of course have the CORE sticker or logo, on album cover and if you like, on record also. The mention of CORE however will be limited to those records CORE is going to sell. In this way, CORE gets the benefit of whatever promotion the emblem gives it and still the record can be sold to the general public without its being something the organization CORE is putting out. CORE has no [illegible] of other interest in either the book or the record [illegible] have a percentage of the profits. I want to keep it simply as one of my creations with all the obligations and [illegible] of such. In other words, I did not write the book and say "Here, this is yours; do with it what you want." I said instead, "I have written a good book, which is not the voice of CORE but my voice, my words, my beliefs, for I am not a propagandist but a creative writer; but because of my confidence and belief in CORE's work I am going to give you part of the profits, and try to persuade the publishers to give you a good [illegible]."

for us
[illegible]
C O R E
[illegible]

I think Marvin understands [illegible] and I have talked it over and [illegible] he has never [illegible] of it with you, [illegible] into the details [illegible] wishes not to have CORE [illegible] to explain the way of [illegible] of those that go to the [illegible] on the album cover or record [illegible] we'll get more reviews [illegible]. It is far better this way; [illegible] cover and was [illegible] being used in [illegible] magazines considered [illegible] for the [illegible]. They finally realized it was [illegible] a production of CORE's] two months later. We should have [illegible] excellent reviews [illegible] record reviewing would be [illegible] and we want this regular outlets even in the South [illegible] and bought by people. But those that are sold [illegible] it is so terribly an excellent [illegible] (and I think this [illegible] makes sense for you — and for [illegible] the record goes into [illegible] market.

The other organizations will not buy this [illegible] CORE [illegible] college students [illegible] their instance the [illegible] would [illegible] CORE and will, I think I [illegible] to [illegible] it's on [illegible]. It is obvious that it is [illegible] to drag in the CORE name in every [illegible] not want to sell it to [illegible] beyond the CORE groups. And surely we do.

Will you talk this over with Marvin? My letter is hastily written; I have been [illegible] lately; it [illegible] me to write now at the typewriter, forgive my [illegible]. And give my love to Marvin.

SA SPOKEN ARTS, INC.

95 VALLEY ROAD
New Rochelle, New York 10802
Area Code 914 — NEw Rochelle 6-5482

ARTHUR L. KLEIN, Ph.D.
President
LUCE A. KLEIN, Lic-ès-Lettres
Vice-President

May 10, 1965

Mrs. Newman Levy
CORE
38 Park Row
New York 38, New York

Dear Mrs. Levy:

I spoke to Ann Meuer this morning who told me she had shown you the splendid photograph we plan to use on the album cover of Lillian Smith's "Our Voices, Our Words" and you felt the same way about it as ourselves. So our designer is going ahead with the cofer which we will submit to you before it goes to the printer.

In thismorning's mail as well I received other material from Miss Smith for the liner. I enclose herewith the copy for the liner written by Miss Smith. We are now preparing brief biographical notes which will be used with a picture of the author as well. Her notes are so revealing of the great character of this woman. You can surely use some of this material for your own "stuffer."

You know that Miss Smith is giving CORE half of her royalties as indication on your memorandum of May 4th. I think I should tell you that Spoken Arts will also give CORE an additional royalty on its own sales above the royalties you will receive from Miss Smith. We will send you this twice yearly on June 30th and Devember 31st. This royalty is yet to be determined by ourselves, but I wanted you to know we are contributing to CORE.

The final thing: In today's letter from Miss Smith she writes: "Please don't use Core's name in anyway on the record. I think W. W. Norton did wrong to do so on the dust jacket of book. It seemed to tie me up officially with Core - and well, I am nobody's voice but my own. I protested but it was in print before I saw it."

I think we should abide by her wishes for these reasons:

(a) She requests it and as author should have her wish.
(b) CORE cannot help but profit from the album as the liner notes indicate their raison d'être, and "the Movement" of which she speaks is CORE.
(c) I propose we say on the "flyer" that is sent out that royalties go to CORE which indicates the tie-up unofficially.

It means that the name CORE - with your logo - will not appear on the album in this case. Even that could be arranged, however, by having a 2" wrap-around for example that has CORE written on it, altho I really don't believe that will be necessary since the flyer you send out will have the picture of the album cover as well as Miss Smith's notes which can only indicate the CORE tie-in.

Do you agree with all of thiss, Mrs. Levy? I don't want to go ahead and print the CORE logo on the album since Lillian Smith does not want it to be used, and to go against her wishes would not be what either of us would want.

I tried phoning you to discuss this on the phone, but was told you werein conference. I trust the Special Delivery serviee will still get this to you today.

Please let me know your feeling by return.

Kind personal regards.

Sincerely yours,

Arthur Luce Klein
President

ALK/cr
cc: Mr. Marvin Rich ✓

"OUR FACES, OUR WORDS" by LILLIAN SMITH. Read by the author.

The Unpredictable Thing

I wrote the monologues because I had to. From the day of the first student sit-in, from that first asking to be served a cup of coffee just as other human beings are served coffee, I knew at last a way had been found that would move hearts and sear the conscience of white people. Week after week, month after month, the young -- and old -- acted: using their bodies as eloquent instruments of protest. A way of life becomes a way partly because of words but more because of actions: we live it out. And living it out as we walk and sit and work and rest and play it becomes a custom, tradition, pattern that etches itself deep on memories and muscles binding past to future.

I knew this: but what excited me was the knowledge, too, of the unpredictable quality of change. Here we are going one way, saying the same old thing -- then suddenly, the New Thing has happened, something nobody could have predicted, and everything is different! And our minds become different -- and our souls. For what we do changes us as well as the external world: suddenly new questions are choking our breath; new hopes, new dreads, new fears, hew relationships leave ustorn and trembling.

I wrote the monolgues to catch this: to probe the souls of the Movement, to put down for others what one girl, one man and two and three and four and ten were struggling with. I think the monologues caught this: I think maybe I have overheard and put down for you to hear the dramatic conflicts that are happening not on the streets but inside the minds of the young who want a new world and are determined to help create it.

Lillian Smith

- - - - - - -

May 12, 1965

Dr. Arnold Kaufmann
Philosophy Department
University of Michigan
Ann Arbor, Michigan

Dear Arnold:

All of my friends are getting famous. I read about you in the magazine section of the Sunday Times. I'm not sure that this is the right place for a young, not so young, radical to be found. Seriously, it was good to see your name in that context.

We are about to buy the land in Meridian. There have been a million hang-ups--what with lawyers who wanted to be reassured and brokers who wanted to jiggle the last dime out of the deal--but it looks definite now and I'm very pleased.

We also plan to present the Gandhi Award to the three boys (boys seems like the wrong word, but so does young men) posthumously on June 21st, the anniversary of their murder.

The summer program looks like it will be effective. I'm really excited about South Carolina. Have you been to Tuskegee and are you going there for the semester?

Cordially,

Marvin Rich
Executive Director

lu
encl.

[illegible]

CORE
1501½ East Blvd.
Baton Rouge, La.

14 May 1965

Mr. Morty Schiff
Physics Department
Yeshiva University
New York City, N.Y.

Dear Morty:

I didn't receive your phone call on May 10 as planned, so I am writing to confirm our phone conversation in New York and let you know that I have given Marvin Rich the details of which we spoke and asked him to get in touch with you right away about it.

You can reach me at the above Baton Rouge address and Dave Dennis at the Southern Regional Office, 2209 Dryades St., New Orleans. My phone is Baton Rouge is (504) 342-8388.

I realize we have to get the money first and hope that Marvin can work something out.

Yours truly,
Mike Lesser
Mike Lesser
Louisiana Field Staff

cc: Marvin Rich
George Wiley
Dave Dennis
Bob Wechsler

Robert C. Stover
150 College Ave.
Poughkeepsie N. Y. 12603

SEDF-CORE
150 Nassau St.
New York, N.Y. 10038

May 16, 1965

Dear Marvin:

In case you mislaid the envelope with my name on it let me remind you that I am the ex-Vassar prof. who stopped in to talk with you last week at the CORE office. We discussed the possibility of my working this summer in South Carolina or Louisiana.

Since I talked to you I have been in touch with Richard Hatch and his Architects' Renewal Comm. in Harlem (ARCH), acting on the suggestion of Henry Schwarzchild. ARCH has work for me here and now and I have decided to lend a hand. Deciding factors: family considerations and longe-range possibilities. That means that the South is out for me, even this summer. I wanted to let you know as soon as possible because I know you have to get plans laid soon. It pains me not to be helping oust Strom Thurmond from public office. I trust you understand my situation, however, and I'll have to be content with wishing you success.

Very best regards,

Robert Stover

TENTH ANNIVERSARY YEAR

THE COUNCIL ON HUMAN RELATIONS

281 THE ARCADE • CLEVELAND, OHIO 44114 • TELEPHONE: 781-6630

Member, The Cleveland Welfare Federation

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NAIRO Intern

•*Signifies Charter Member*

5/17/65

MAY 21 1965

Mr. Marvin Rich, Director
CORE- SEDF
1 Nassau Street
New York City, New York

Dear Marv,

I called yesterday because I'm thinking about going back to school to get my B.A. degree. I consistently find that a degree is needed even for jobs with the unions e.g. the time you recommended me for the job with the U.F.T. , Al Shanker told me that all that stood in the way of my employment was that dammed degree.

As you know, I have two semesters left to go. I have been accepted by one of the schools in Ohio, however I will need some assistance financially. Is there any chance that the CORE-SEDF can assist me?

As I have to make a decision very shortly (my NAIRO Internship expires during the summer), I would appreciate a reply very soon.

In the event that no assistance is possible, could you give me some leads on possible jobs.

Best regards,

Roger Kahn

xxxxxxxxxxxxxxxxxxxxxxxxxx 150 Nassau St., Rm. 1312
xxxxxxxxxxxxxxxx New York, N.Y. 10038

May 19, 1965

Professor Ray Brown
Department of Economics
Sarah Lawrence College
Bronxville, New York

Dear Ray:

How about getting one or two of your bright economics students to analyze Mayor Wagner's budget. Actually what I would like to do is to compare the first budget he prepared with the current budget and consider the relative allocations for the various fields. I don't have any idea what it will show, but I would like to know.

Also, how about a less urgent but probably more important demographic study of the Negro. I have the feeling that there are more Negroes in southern urban areas today than there are in southern rural areas. Can we make a projection about where Negroes are likely to live five years from now? This would help a great deal in developing program.

Cordially,

Marvin Rich
Executive Director

lu

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND
150 Nassau Street, Room 1312
New York, N.Y. 10038

May 19, 1965

Mr. David Dennis
Southern Program Director
CORE Southern Office
2209 Dryades Street
New Orleans, Louisiana

Dear Dave:

If you want SEDF to finance the proposed workshop, please let me know. More than that, give me a description of the workshop, i.e., who will speak and on whatsspecific subject, and what you expect to get out of the workshop.

Remember,too, that we cannot finance a simple staff meeting. As a tax-exempt organization we can only finance educational projects.

Cordially,

Marvin Rich
Executive Director

lu

May 19, 1965

Mr. Arthur L. Klein
President
Spoken Arts, Inc.
95 Valley Road
New Rochelle, N.Y. 10802

Dear Mr. Klein:

Thanks so much for your note.

I would also abide by Lillian Smith's wishes. She is one of the truly great people. I am glad that the record is going ahead and that it will be out shortly. I am also grateful that you are going to give CORE an amount over the usual royalty.

I think it is an important statement and Lil did a beautiful job of recording it. I'll do all that I can to help sell and promote it.

Sincerely yours,

lu

Marvin Rich

Rec'd 5/26/65

PHILIP MURRAY BUILDING

PAUL JENNINGS
President
GEORGE COLLINS
Secretary-Treasurer

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR and CONGRESS OF INDUSTRIAL ORGANIZATIONS AND THE CANADIAN LABOUR CONGRESS
PHONE: 296-1200 (Area Code 202)
1126 SIXTEENTH STREET N.W., WASHINGTON, D.C. 20036

May 21, 1965

Mr. Marvin Rich
CORE Scholarship Education &
Defense Fund
150 Nassau Street, Room 1312
New York, New York 10038

Dear Mr. Rich:

I am pleased to announce the appointment of Mr. William S. Gary as Director of Civil Rights and Minority Group Affairs. Mr. Gary, for the past 12 years, has served the International Union as Assistant Research Director.

The IUE, since its inception, has been militantly dedicated to the achievement of civil rights for all.

We now intend to intensify our activities in this field with the appointment of Mr. Gary, and to work cooperatively with organizations such as yours.

Therefore, we would greatly appreciate it if you would add Mr. Gary's name to your mailing list for all publications and press releases. Should the IUE already appear on your list, would you please have Mr. Gary's name added so that he will receive your materials directly. Mr. Gary would also like the name of the person in your organization whom he should contact for special information from time to time.

You can feel sure that IUE will offer you its fullest assistance and cooperation.

Sincerely,

Paul Jennings

Paul Jennings
President

oeiu 2, afl-cio
mes

RECEIVED
JUN 3 1965
CORE SEDF

Syracuse CORE
326 Tallman Street
Syracuse, New York
May 27, 1965

Mr. Marvin Rich
Scholarship, Education, and
Defense Fund
c/O National CORE
38 Park Row
New York, New York

Dear Mr. Rich:

In the past nineteen months Syracuse CORE has been involved in a direct action program against the hiring practices of Niagara Mohawk Power Corporation. During this time about thirty-eight demonstrators have been arrested. Bail charges for each person have ranged from $250.00 to $5500.00. These charges have been excessive and arbitrary in their application. At the present time the condition of our bail fund is as follows: $500.00 of available money; $25,000.00 tied up in court charges.

As you may know, in the past few months we have had a reverse Freedom Ride coming from Selma, Alabama to Syracuse. The first group of riders consisted of twenty-one workers; they were later joined by an additional six from Alabama. This cost Syracuse CORE over $3000.00 for transportation and hospitality charges. In addition, several of the people from Alabama were arrested during demonstrations in Syracuse, adding new court charges. We feel that the reverse Freedom Ride was very fruitful. However, these costs have put our CORE chapter in serious financial trouble.

The double burden of excessive court costs and the expense for the Freedom Ride has created a burden which our chapter is unable to handle by itself. At this time we feel the necessity to ask for outside help in financial matters. We are hoping that the Scholarship, Education, and Defense Fund will be most generous in assisting us in this crisis. We have an immediate need for at least $15,000. We realize that this is a large amount to ask of an agency, and we will appreciate any aid that you can give us in securing this money. We will welcome hearing from you on this matter.

Yours in freedom,

John L. McDowell
Executive Secretary
Syracuse CORE

May 28, 1965

Mr. Earl Shephard
Seafarers' International Union
675 Fourth Avenue
Brooklyn, New York 11232

Dear Mr. Shephard:

I was unable to reach you today, so I went ahead full steam on my own. We made a commitment with the Americana Hotel for the Georgian Ballroom for the night of September 18. The Georgian will hold a maximum of 1,100, but they want a guarantee of 1,000. The Georgian Room will provide a reception room for the dais guests, but not for the general dinner guests.

The only other possibility was the Grand Ballroom of the Americana for the night of September 25. This night, however, is part of the Roshahannah holiday weekend. I felt, and so did a number of others here, that this might seriously reduce our attendance from the number of Jews who may be out of the city and might not attend.

I hope this meets with your approval. If it does not, please let me know right away on my office phone, WOrth 4-8210.

Sincerely,

Marvin Rich

MR:hm

XXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXX
150 Nassau Street, Room 1312
New York, New York 10038 - Telephone: 964-8210

May 28, 1965

Mr. Walter Hirshon, Treasurer
Nathan Hofheimer Foundation, Inc.
41 East 57 Street
New York, New York 10022

Dear Mr. Hirshon:

After our phone conversation of the other day, I thought it might be well to put down some of thewways in which the scholarship program of CORE SEDF differs from the National Scholarship Service and Fund for Negro Students.

SEDF makes grants to both Negro and white students who have made a contribution to the field of civil rights and whose need arises in some measure because of their civil rights activity. Academic standing is secondary to these criteria. As you know, NSSFNS makes grants to Negroes of some academic achievement and promise.

SEDF requires only that the students attend an accredited college or university, whereas NSSFNS requires attendance at an integrated school.

SEDF grants up to $1,500 for most applicants. In one or two special cases, grants are made as high as $2,000. The average grant is just under $1,000. Many of our students cannot secure grants from other sources, and we, therefore, make grants in the total required above earnings, savings, and family contributions. It is my understanding that NSSFNS' grants are considerably smaller and are designed to supplement grants made by other organizations.

We are most grateful for your personal concern and for the consideration given by the Hofheimer Foundation.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm

cc: John P. Allison, Esq.
Mrs. Katrina McC. Barnes
Mrs. Nannette Sachs

a national organization with affiliated local groups working

CONGRESS OF
CORE
RACIAL EQUALITY

to abolish racial discrimination by direct, nonviolent methods

38 PARK ROW
NEW YORK 38, NEW YORK
COrtlandt 7-6270

RECEIVED

JUN 15 1965

CORE SEDF

C

James Farmer
national director

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1965 CORE CONVENTION - JULY 1-5, 196
THEME: "The Black Ghetto: An Awakening Giant.
Planning Committee Headquarters
213½ West Main Street
Durham, North Carolina

29 May 1965

Mr. Marvin Rich
CORE Scholarship, Education and defense Fund
150 Nassau St.
Room 1312
New York, New York 10038

Dear Mr. Rich;

Because of your expertise in the area to be discussed, we ask you to serve as a resource person in the CORE Convention Workshop listed below:

SUBJECT	**TIME**
Chairman of Community relations & fund-raising	Sunday 3:30-5:30
Member of CORE and community organization b. Problems to be aware of	Friday, 2-3:30 4-5:30

We are requesting that you prepare a ten-minute presentation on this subject and prepare to participate in group discussion. If you know of materials on the subject, please bring them or let the Convention Committee know well in advance so that they can be obtained

CORE is in serious financial straits and therefore is not in a position to offer you any expense money. We are hoping that you were making plans to attend the convention and that even if you have not made such plans previously, you will be willing to come and participate in the program.

Please respond to the Convention Committee at the above address within a week by returning the enclosed form regarding your availability. Thank you for your efforts to make the 1965 Convention a great one.

Yours very truly,

F. B. McKissick
National Chairman

McKcrs

June 1, 1965

Mr. Roger Kahn
The Council on Human Relations
281 The Arcade
Cleveland, Ohio 44114

Dear Roger:

It is possible that you can get a CORE SEDF scholarship. However, the deadline for the Fall semester was May 1. This has been extended for people in process at that date, but you hardly qualify there. I am sending an application form and a copy of the criteria.

I am not sure about jobs, but there is always a fair amount of hiring even when things are tight financially. Why don't you bug George Wiley at CORE.

Sincerely,

Marvin Rich

MR:hm
Enclosures

June 1, 1965

Mr. William S. Gary
Director of Civil Rights
and Minority Group Affairs
International Union of Electrical,
Radio and Machine Workers
1126 Sixteenth Street, N.W.
Washington, D. C. 20036

Dear Mr. Gary:

I am very pleased that you have been appointed the Director of Civil Rights and Minority Group Affairs. I hope that we can work together in building a common force for good.

I do hope that you will be in New York and that we can meet. If not, I will look you up when I am next in Washington.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm

cc: Mr. Paul Jennings

June 2, 1965

Mr. Michael Lesser
CORE, Southern Office
2209 Dryades Street
New Orleans, Louisiana

Dear Mike:

I am enclosing the address of the Follett Publishing Company. The Detroit Readers will probably be pretty good for your purposes in northern Louisiana.

The Skyline Series of McGraw-Hill (330 West 42 Street, New York City) has also been recommended to us. I do understand that Project Headstart Operation has been so great that it will be difficult to secure playground and other similar supplies. I think you will have to make what you can. I'd suggest that you write for catalogues. Much of this stuff can be readily copied.

Sincerely,

Marvin Rich

MR:hm
Enclosure

June 2, 1965

Mr. William Oliver
Fair Employment Practices Department
United Automobile Workers
8000 East Jefferson
Detroit, Michigan

Dear Bill:

Your secretary called me late last week about a statement Farmer made with regard to union organization. I am not sure just what she meant, but I have enclosed a copy of his suggested guide lines for future organization expansion. Page six and seven contains some relevant material. As you will note, these are only tentative suggestions rather than firm position papers, but they indicate the general tenure of Jim's thinking. In actual fact, we have done a fair amount of union organizing--we helped 1199 in New York City, The Machinists in New Haven, the UAW in Lebanon, Tennessee, and lots more.

I hope this is helpful to you. Pleasellet me know.

Sincerely,

Marvin Rich

MR:hm
Enclosure

June 1, 1965

Mr. Michael Standard
Secretary
Artists Civil Rights
 Assistance Fund, Inc.
156 Fifth Avenue
New York, New York 10010

Dear Mr. Standard:

In your letter of April 22, you indicated that the Grants Committee of the Board of Directors of ACRAF would meet during the week of May 15 and consider our application.

We have not yet heard, and since one of the requests concern a summer project, we are most anxious.

Sincerely,

Marvin Rich
Executive Director

MR:hm

June 2, 1965

Mr. Walter Hirshon, Treasurer
Nathan Hofheimer Foundation, Inc.
41 East 57 Street
New York, New York 10022

Dear Mr. Hirshon:

John P. Allison has indicated that he spoke to you and you raised certain additional questions about duplication and overlapping of effort. Of course there is some duplication, but I believe it to be far less than in any comparable field.

Thus there is an informal, but none the less real, geographical separation of effort with regard to direct action programs, such as voter registration, and public accommodations among the civil rights groups. Thus, CORE has no programs in Alabama, but is the predominant organization in Louisiana, northern Florida, and South Carolina. A similar, though perhaps less marked separation exists in the other states as well.

Further, the programs such as the Leadership Development Program and the Community Development Fellowships of the CORE Scholarship, Education and Defense Fund are unique and are not duplicated by any of the existing civil rights organizations. For example, Community Development Fellowships have been offered not just to CORE, but to the other organizations as well. The Leadership Development Program will involve representative Puerto Rican organizations as well as the predominantly Negro civil rights organizations.

I hope this further information is helpful.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm

cc: Mr. John P. Allison

COMMISSION ON RELIGION AND RACE
Washington City Presbytery
United Presbyterian Church, U.S.A.
1501 11th Street, N.W., Washington, D.C.

Telephone:
332-0330 434-0188

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Chairman
Omar R. Buchwalter
Commission Members
Local Church
Lonnie E. Mitchell
Earl S. Christman
Florence C. Churchill
David H. Howells
Business Operations
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W. Dale Crawford
Community Relations
John C. Smith
Keith W. Blake
Margaret S. Brown
Ernest S. Jenkyns
New Ministries
Richard C. Austin
Carl L. Cooper
Everett A. Hewlett
Philip E. Newell
Charles E. Rath

June 3, 1965

CORE SCHOLARSHIP, EDUCATION AND DEFENSE FUND, INC.
150 Nassau Street
Room 1312
New York, N.Y. 10028

Dear Sirs:

The last week of July I am to instruct in a class of our United Presbyterian Church's Leadership School and would appreciate materials your office could send that would assist to enlighten these churchmen on the history, programs and philosophy of SEDF.

If such material is available, could upwards to fifty (50) copies be sent where practical and single copies of books or pamphlets that could be used as background for preparation where possible. If you have materials that can be purchased, could a list of same be forwarded also.

The leaders of their respective churches will come from New Jersey, Delaware, Pennsylvania, Maryland, Virginia and West Virginia. If any materials, programs, needs are peculiar to these states, they would be especially helpful.

The title and purpose of the course is as follows:

Race: Challenge Today and Tomorrow

"An examination of underlying attitudes, historical development and current state of the movement toward full equality for Negro Americans and the involvement of the church and churchmen in that movement."

It is part of our continuing effort to move toward a "nonsegregated church in a nonsegregated society."

Sincerely,

Burke E. Dorworth
Director, CORAR (D.C.)

P.S. Please put our office on your mailing list.

June 4, 1965

Mr. John L. McDowell
Executive Secretary
Syracuse CORE
326 Tallman Street
Syracuse, New York

Dear John:

There are several points which I wish to make about your request for $15,000 for Syrcause CORE. We are, of course sympathetic and do wish to be as helpful as we can.

However, it is our policy not to receive requests for funds from individual chapters of national organizations. These requests must be forwarded from the national organization.

But even if National CORE wastto request funds, it is not our policy to provide funds for bail bond. This is one of the few legal costs we do not pay. We have, however, been paying some minor legal expenses in the preparation of briefs in Syracuse.

I am enclosing a description of the CORE SEDF programs now in being. This will give you some idea of the kinds of programs we do support.

Sincerely,

Marvin Rich
Executive Director

MR:hm
Enclosure

June 4, 1965

Mrs. Rita Schwerner
Kunstler, Kunstler and Kinoy
511 Fifth Avenue
New York, New York

Dear Rita:

I have several requests to make of you. Perhaps we should discuss them at some length, but I thought I'd get them on paper anyhow.

We have set up three Operation Headstart Projects in northern Louisiana. The UFT is recruiting teachers for us, but we really don't know much about setting up a program. We wonder if you can take off a week and go to northern Louisiana and meet with the local committees. I think you really could be helpful.

Also, I'd like to discuss with you the staffing and functioning of the proposed Meridian center. I have not been in too much of a rush because the center seemed so far away. But it is getting closer, and it is important to begin thought about staffing and training of staff.

And we are to talk about the Gandhi Award Ceremony on June 21. Anyway, give me a ring and we will have lunch or something, at your convenience.

Cordially,

Marv Rich

MR:hm

June 4, 1965

Mr. Lanier Smith
Holmes County
Acona, Mississippi

Dear Mr. Smith:

On January 2, you acknowledged a loan of $126 from Andrew E. Norman. The purpose of this loan was to permit you to keep your truck.

It is my understanding that you were to make repayment in six equal installments of $21 each on or before the fifteenth day of each month, beginning February 15, 1965. These checks or postal money orders were to be made payable to CORE Scholarship, Education and Defense Fund. We have not received any payments as yet. I hope that you will be able to clarify this for us.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm

CABLE: "UAW DETROIT"

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE 926-5000

UAW

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

WALTER P. REUTHER.........PRESIDENT
EMIL MAZEY.....SECRETARY-TREASURER
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.......VICE-PRESIDENT

JUN 7 1965

June 4, 1965

Mr. Marvin Rich
CORE
38 Park Row
New York, N. Y. 10038

Dear Marvin:

Pursuant to our telephone conversation, I am enclosing herewith clippings from the New York Times of Monday, November 30, 1964, and from the Washington Post of the same date.

Would deeply appreciate your preparing the memorandum we discussed, giving the background of CAB and what has been the result of their current experiment.

I look forward to having breakfast with you at the Statler-Hilton Hotel, Seventh Avenue and 33rd Street, Wednesday morning, June 9, 1965, at 9 a.m.

Kindest regards.

Sincerely,

William H. Oliver, Co-Director
Fair Practices and Anti-Discrimination
Department UAW

WHO:ks
oeiu42aflcio
enc

St. Pius X Interracial Council
1220 Front Street
Uniondale, N. Y.

RECEIVED
JUN 8 1965
CORE SEDF

June 5, 1965

Mr. Marvin Rich
Director
CORE Scholarship, Education, and Defense Fund, Inc.

Dear Mr. Rich:

Our organization is formed from students attending St. Pius X Preparatory Seminary and is about six months old. We have around thirty members, twenty of these from our College. So far we have undertaken work in a tutorial project, involving children from underpriviliged areas. We are also starting programs with housing groups and in giving aid to migrant workers in the Suffolk area.

We would greatly appreciate it if you could send a representative from your organization to helps us expand or better our programs and to keep us informed on new ideas in the

St. Pius X Interracial Council
1000 Front Street
Uniondale , N.Y.

field of civil rights. We would like to plan a meeting for the month of September, preferably September 22. If you would be willing to send a representative to adress our group, please contact us.

Sincerely yours,
John McNamara
2 Wesley Avenue
Merrick, N.Y.

RECEIVED

JUN 24 1965

CORE SEDF

1501½ East Blvd.
Baton Rouge, La.

June 6, 1965

Marvin Rich
CORE SEDF
150 Nassau Street
New York 38, N.Y.

Dear Mr. Rich,

I am very pleased that the CORE Scholarship, Education and Defense Fund will provide a significant group of community development fellows to work with the Louisiana Project this summer. I think the project is a worthwhile one.

However, the death of Washington Parish Deputy Sheriff O'Neal Moore points up a problem which has concerned me greatly. I feel that without an adequate system of communication it would be impossible to adequately supervise and protect the commuhity development fellows. I'm therefore requesting the CORE Scholarship, Education and Defense Fund to provide the following equipment for the protection of project participants in the field fellowship program.

We would need a total of 10 base station units and 20 mobile units costing :

10 base stations @ $300.00	$3,000.00
20 mobile units @ $200.00	$4,000.00
	$7,000.00
plus 5% maintenance, operation and installation allowance	$ 350.00
total cost	$7,350.00 (minimum)

We have arranged for Morty Schiff to handle installation of such equipment.

Yours for Freedom,

Ronnie M. Moore

Ronnie M. Moore

RM/mb

COrtlandt 7-7900

AMERICA'S LARGEST STATIONERS SINCE 1886

GOLDSMITH BROS.

77 Nassau Street, New York 8, N. Y.

June 7, 1965

Core Scholarship Fund
150 Nassau St.,
New York City

Gentlemen:

In order to comply with the technical requirements of the New York City Sales Tax Law, please send us a copy of the letter the City sent you exempting you from payment of the New York City Sales Tax.

We are requesting this letter at the insistence of the New York City Sales Tax Auditors, who maintain that the nature and name of your organization are not sufficient by themselves to justify our not charging Sales Tax.

Please use the enclosed self-addressed envelope.

Thank you for your cooperation.

Very truly yours

Miss L. Marcus
SALES AUDIT DEPARTMENT

dup sent
done
6/10/65

RECEIVED

JUN 9 1965

CORE SEDF

317 W. Bartlette Street
Sumter, South Carolina-29150
June 7,1965

Dear Marvin:

Mary V. Robinson and Mazie Lee Butler have been working in voter registration for over two years. Both of these young ladies took part in the Sumter demonstrations.

Both of them have proven themselves capable of working with others and have shown excellent leadership ability. I most heartily recommend then for a Community Development Fellowship.

If I can be of further service to you, don't hesitate to call on Me.

Sincerely,

Nooker
James T. McCain

CDF

SEDF

74 Prospect Ave.
Montclair, N.J.
June 7, 1965

Mr. A. Brownstein
Lawyers Constituency
Defensive Com.
154 - 5th ave.
New York, N.Y.

Dear Sir:

Last night, on Long John Nebel's program I listened to you and others the length of the program. Keep up your good work. Some day you and the other lawyers will be justly rewarded.

I am writing to you for help. I believe you can direct me. This is the problem. This past Wed. night, June 3rd in Mobile, Ala. a girl graduated from Murphy High School. This is the largest high school in the state of Ala. The young lady to whom I refer, Birdie Mae Davis, is the Negro girl whose name is in the case Davis versus

Mobile School Board, Mobile, Ala. June 1965- the first Col. graduate from Murphy High because of Birdie's case. She has done well at Murphy. She is an extreme worthy case. Her mother (small wage earner) supports Birdie and three (3) other children alone. This is a feat in itself. There are scholarships in this area which are appropriated just for such cases. She is humble and worthy. Won't you help me to help her? Direct me please to the address of these concerns I shall write them or whatever you deem necessary. Thank you in this matter. I am

Respectfully yours,
Miss Agnes Z. Preston

Lawyers Constitutional Defense Committee, Inc.
Ninth Floor, 156 Fifth Avenue, New York, N. Y. 10010
(212) YU 9-7530

COPY

Mississippi Field Office
603 North Farish Street
Jackson, Mississippi 39202
(601) 948-4191
ALVIN J. BRONSTEIN
Staff Counsel

President
LEO PFEFFER
Special Counsel
American Jewish Congress

Vice-Presidents
JOHN M. PRATT
Counsel, Commission on Religion and Race
National Council of the Churches of Christ
CARL RACHLIN
General Counsel
Congress of Racial Equality

Secretary
MELVIN L. WULF
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Boston College Law School
JACK GREENBERG
Director-Counsel
NAACP Legal Defense and Educational Fund
CLARENCE B. JONES
Counsel to the Rev. Dr. Martin Luther King, Jr.
HOWARD MOORE, JR.
Counsel
Student Non-violent Coordinating Committee

Executive Secretary
HENRY SCHWARZSCHILD

June 8, 1965

Miss Agnes Z. Preston
74 Prospect Ave.
Montclair, New Jersey

Dear Miss Preston:

We are in receipt of your letter of June 7th addressed to Mr. Bronstein, and are taking the liberty of replying to you from this office as Mr. Bronstein has returned to Jackson.

We have forwarded your letter to Mr. Marvin Rich, Executive Director of the CORE Scholarship, Education and Defense Fund, at 150 Nassau Street in New York City, an organization which awards a number of scholarships to worthy students connected in one way or the other with the civil rights movement.

We hope that this organization will be able to be of some assistance to Miss Davis.

Very truly yours,

Hannie de Leeuw

Hannie de Leeuw
Secretary to
Henry Schwarzschild

HdL:hs

a national organization with affiliated local groups working

CONGRESS OF
CORE
RACIAL EQUALITY

to abolish racial discrimination by direct, nonviolent methods

38 PARK ROW
NEW YORK 38, NEW YORK
COrtlandt 7-6270

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national director
Richard Haley
associate
Gordon Carey
assistant
Carl Rachlin, Esq.
general counsel

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JUN 24 1965
CORE SEDF

June 8, 1965

Mr. Marvin Rich
Executive Director
Core Scholarship, Education and Defense Fund
150 Nassau Street
Room 1312
New York, New York 10038

Dear Marvin:

Thank you for the memorandum of Mike Barron dated April 23,1965. There are certain question that I would like to clarify. One, Mike makes very clear of course, the right to defend persons arrested in Civil Rights and Civil Rights related criminal proceedings. I assume that this would include an action which is tactically affirmative but strategically defensive, such as the Lois Chaffee case. You will recall Lois was indicted for perjury and we brought an action civil in nature to restrain the prosecution by the state of Mississippi against her. This case, as you know, is still pending in the courts a year and a half later. The Zev Aelony case was similar in nature.

To move on to purely affirmative, both strategic and tactical type of action, the St. Tammany and Jackson Parish school bond cases would fit that category, that is,affirmative civil actions designed to open up the constitutional right, namely equal protection of the laws and accordingly equal use of public instrumentalities such as schools.

May I also assume that an action which we shall begin this week in Bogalusa to restrain the police from committing unconstitutional acts of violence, arrests, etc. against Negro residents of Bogalusa and the white Civil Rights workers, is also one that, if necessary, SEDF may contribute to. There are two areas which do need further

Cont'd.....

clarification from Mike even though my own opinion is quite clear. For example, last week in Hattiesburg I appeared in court to defend a man associated with the Delta Ministry operation there. He had been charged with vagrancy. At the time of his arrest he was not engaged in any Civil Rights activity at all. Frankly, the police had a right to inquire about his presence on the street but it was not until he said he was associated with the Delta Ministry and COFO and that he lived, although a white man, in the so-called Negro section of Hattiesburg, as he said "with my friends", that they arrested him. It is my view that we have an obligation to defend such a man even though he is not, strictly speaking, arrested on the surface at least, for anything he had done for Civil Rights.

This leads to the next question and in many ways one of the most important of all questions, of bail. More and more the improper uses of bail are being observed in various parts of the country. In anticipation of this as you recall, one of the attorneys of the Justice Department for our law conference prepared a paper on the unconstitutional uses of bail (by the way this paper, together with our own paper on the 1964 Civil Rights Act, "A Hard Look" and Bob Carter's paper on the NLRB prepared for our conference are being reprinted with full credit in the coming issue of Law and Transition) and Arthur Goldberg is publicly discussing bail questions. Furthermore, Senator Ervin has introduced a very interesting bill into Congress on bail problems in the Federal crimes. In other words, it is becoming more and more recognized that bail is not separate and distinct from the criminal process but is a major part of it. The person confined to jail is not only being punished before conviction, particularly for lack of financial means, but he is often unable as a result, to prepare the defense of his case because of the inability to confer with his lawyer, to locate witnesses, and so forth.

It is my intention to testify on Thursday, June 17, before the Senator Ervin Committee on this problem. Before many months have gone by I hope to make a major attack on any kind of bail, particularly in lesser criminal offenses. There is something highly immoral in equating a man's freedom with money. Perhaps it should be an additional crime if one does not show for his trial but equating his being free with dollars and cents is highly wrong. Therefore, it is my view that activities designed to enable a person to prepare

Cont'd.......

his defense to be free before trial come within the tax exempt functions of SEDF and I am anxious to discuss this further with Mike Barron.

With warmest personal regards,

Sincerely,

CARL RACHLIN
General Counsel

CR/cs

cc: Michael Barron

Lawyers Constitutional Defense Committee, Inc.

Ninth Floor, 156 Fifth Avenue, New York, N. Y. 10010

(212) YU 9-7530

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JUN 9 1965
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Student Non-violent Coordinating Committee

Executive Secretary
HENRY SCHWARZSCHILD

Mississippi Field Office
603 North Farish Street
Jackson, Mississippi 39202
(601) 948-4191

ALVIN J. BRONSTEIN
Staff Counsel

June 8, 1965

Mr. Marvin Rich
Executive Director
CORE Scholarship, Education
and Defense Fund
150 Nassau Street
New York, N.Y.

Dear Marvin:

It is my pleasant duty to write my first letter as Henry's secretary to you!

We are enclosing a letter from Mrs. Agnes Z. Preston of Montclair, New Jersey received this morning concerning a young girl, Birdie Mae Davis, the first Negro girl to graduate from Murphy High School in Mobile.

Mrs. Preston is interested in information regarding scholarship aid for Miss Davis to continue her education. Could you do anything in this matter?

Thanks very much for following up on this.

Sincerely,

Hannie

Hannie de Leeuw

Enc./

HdL:hs

~~[illegible]~~
Marvin

MEMORANDUM

TO: Mr. Alan Gartner, Mrs. Newman Levy, Miss Maureen Murphy

FROM: Jimmy McDonald

DATE: June 10, 1965

SUBJECT: Dick Gregory

In a memo to Mrs. Levy on May 7, I outlined a possible fund raising benefit involving Dick Gregory. At that time, I had suggested that we present Dick Gregory an award and around this we could build a fund raising project. It was our feeling that with such a presentation we would be able to enlist the help of many leading performers. But it would have to be done on a level so that we could raise a maximum sum of money.

I also stated that because of his contributions to the movement we could get support from civil rights, civic and religious organizations.

My feeling at the time was that such a project could be given in New York. After some discussion with Mrs. Levy and Marvin Rich, it was decided that there would have to be some revision made in my outline (see attached).

There is talk about giving Dick Gregory an Award at the Convention. This I think would be a mistake, if there has been any consideration given my memorandum of May 7. Also, the question of how such an award would be presented at the Convention, inasmuch as we will have given the Gandhi Award (June 21st) within four weeks prior to the Convention.

My reasons for opposing such an Award at this time are the following:

1. We do not have adequate time to organize a committee or do the necessary work to raise the maximum amount of money.

2. This would undermine the importance of the Gandhi Award presented this year.

3. The giving of the Award would be of less importance in terms of contacting and bringing closer to CORE the talent that we not only need, but such a program would help us in developing.

Therefore, my recommendations are the following:

1. That we do not make a presentation of any kind to Dick Gregory.

2. That if having such a project in New York would not be feasible, that it be done in San Francisco or some other large city sometime in the fall.

3.

June 17, 1965

Mr. John McNamara
Two Wesley Avenue
Merrick, New York

Dear Mr. McNamara:

I should be happy to speak before the St. Pius X Interracial Council on September 22. I've marked my calendar, and will hold the day. I do hope that you will write me again late in August or early in September to remind me, and to give me more details as to what you expect.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm

June 17, 1965

Miss Agnes Z. Preston
74 Prospect Avenue
Montclair, New Jersey

Dear Miss Preston:

Thanks so much for your letter of June 7 to Mr. Alvin Bronstein. I am enclosing a scholarship blank. The deadline for scholarships for the Fall semester has already long since passed, and we have investigated our applicants and made our grants already.

However, I am enclosing an application form. Perhaps Birdie Mae Davis will still be interested in applying for the Spring semester. Please note that the deadline for that application is November 1. The sooner we receive it the better.

Thanks so much for your concern.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm
Enclosure

cc: Mr. Alvin Bronstein
Miss Hannie de Leeuw

June 21, 1965

Mr. Matt Suarez, Project Director
Congress of Racial Equality
1925 Jackson Avenue
New Orleans, Louisiana

Dear Matt:

Enclosed is a scholarship application form and a criteria sheet. Send in the application as soon as you can so we can get to work on it.

I have turned the rest of the material and your letter over to Ed Day at CORE. He takes care of this kind of thing now.

I hope the summer project in the Second Ward is a big success.

Cordially,

Marv Rich

MR:hm
Enclosures

cc: Ed Day--CORE

June 21, 1965

Mr. Burke E. Dorworth, Director
Commission on Religion and Race
Washington City Presbytery
United Presbyterian Church, U.S.A.
1501 11 Street, N.W.
Washington, D. C.

Dear Mr. Dorworth:

I have sent, under separate cover, 50 copies of each of the brochures enclosed, one on the basic work of CORE SEDF, and the other on the proposed Chaney-Goodman-Schwerner Memorial Community Center in Meridian, Mississippi. I know this does not fit into the immediate purposes of your meeting, but I think it will be of interest to your church leaders.

We will put you on our mailing list. We are new, and a little bit inefficient, but we are trying to keep up.

Thank you so much for your interest and concern.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm
Enclosures

4916 Western Boulevard
Raleigh, North Carolina
June 21, 1965

Institute of Human Relations
165 East 56 Street
New York, New York 10022

Dear Sirs:

I have a limited list of pamphlets and books concerning civil rights activities which can be obtained through your organization. I would like further information which pertains to such orgainzations and projects as CORE, SNICK, SCOPE, etc. I would appreciate the costs involved also.

Sincerely,
Judith C. Litzaw
Judith C. Litzaw

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JUN 25 1965

CORE SEDF

CORE SOUTHERN OFFICE
2209 Dryades Street
New Orleans, Louisiana 70113

JUN 24 1965

June 22, 1965

Mr. Marvin Rich
CORE SEDF
148 Nassau Street
New York, New York

Dear Marvin,

The following information outlines the kind of set up we envision for mobile radio communication in our work in Louisiana this summer. We are requesting 10 stationary radio units to be placed in the following locations:

Caddo Parish	Shreveport, La.
Ouachita	Monroe, La.
Concordia	Vidilia, La.
Rapides	Alexandria, La.
Washington	Bogalusa, La.
Jackson	Jonesboro, La.
East Feliciana	Clinton, La.
Desoto	Mansfield, La.
East Baton Rouge	Baton Rouge, La.

For each of these stationary units there should be two mobile units, each of which is to be installed in an auto. If some relay stations must be eliminated in order to secure the more mobile units, it is suggested that the priority for removal of stations begin at the bottom of the list that is with East Baton Rouge--then proceed upward. I think it is important that the enclosed statement be read along with the above proposal.

Sincerely,

Richard

Richard Haley
CORE Southern Director

RH/vjj

June 23, 1965

Mr. Daniel F. Logan
Manager
Chemical Bank New York
Trust Company
1146 St. Nicholas Avenue
New York, N. Y. 10032

Dear Mr. Logan:

Here are the revised payment schedule dates. By now you should have been contacted by Mr. Seay in Detroit concerning the stock which Doctor Kaufman will put up for the additional loan.

It is my understanding that stock listed on the New York Stock Exchange will be used as collateral.

If there is any difficulty, please call me.

Sincerely yours,

Marvin Rich

MR:hm
Enclosures

June 23, 1965

Mr. Floyd McKissick
213 1/2 West Main Street
Durham, North Carolina

Dear Floyd:

I will be happy to chair the Workshop No. 16, Community Relations and Fund-Raising, on Sunday afternoon. It does not appear possible for me to be in Durham on Friday, and, therefore, I must decline to be a member of the panel for Workshop No. 3.

I will let you know my travel arrangements as soon as these are made. I am grateful for this opportunity to be of use to the CORE convention.

Sincerely,

Marvin Rich

MR:hm

[enclosed, Rich to McKissick, 1965, June 28]

June 28, 1965

TRAVEL ARRANGEMENTS FOR MR. MARVIN RICH to DURHAM, NORTH CAROLINA

Leaving New York on Saturday, July 3 at 4:10 Daylight Time arriving 4:49 in Durham (Eastern Standard Time) on Flight No. 519T from LaGuardia Airport

* * *

Leaving Durham, North Carolina on July 5 - Flight No. 281Y at 12:30 Eastern Standard Time

June 23, 1965

Mr. Alan Reitman
American Civil Liberties Union
156 Fifth Avenue
New York, New York 10010

Dear Alan:

I am returning the draft script on Communism in the Civil Rights Movement with a few marginal notes. I am not widely enthusiastic but I think it is good enough.

You should know that I am now the Executive Director of the CORE Scholarship, Education and Defense Fund. My successor at CORE is Alan Gartner. He arrived on June 14, and you should consult him on any follow-up work.

Thanks so much.

Cordially,

Marvin Rich

MR:hm
Enclosure

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JUN 30 1965

CORE SEDF

June 28, 1965

Mr. Robert Wechsler
110 East 138 Street
Bronx, New York 10451

Dear Bob:

Ronnie Moore has indicated to me on several different occasions that he feels the urgent necessity of a two-way radio system to provide for the safety of workers in Louisiana. He feels that this program takes priority over every other commitment. He has requested that the CORE Scholarship, Education and Defense Fund provide this equipment to protect the SEDF people in Louisiana.

We are inclined to provide this equipment. However, we do not have the funds available. I am, therefore, requesting that you release us from our obligation to build a community center in West Feliciana Parish in Louisiana. We would like to use the funds which you have committed for the community center to provide a two-way radio system.

We do not yet have firm price estimates. But my dealings with Lafayette Radio indicate that the cost will be some where between seven and nine thousand dollars. I will try to get as cheap a price as possible.

If you are willing for us to make this change and to provide a communication system of two-way radios in Louisiana, please sign the enclosed copy of this letter so that I will be free to proceed further.

My very real thanks for your patience and understanding.

Sincerely yours,

Marvin Rich

MR:hm
Enclosure

APPROVED____________________
Robert Wechsler

June 29, 1965

Mrs. Sylvia Finer
Jr. High School 44M
100 West 77 Street
New York, New York

Dear Mrs. Finer:

Thanks so much for your telephone call this afternoon. I do hope that the information I gave you was helpful.

Enclosed is a description of the Chaney-Goodman-Schwerner Memorial Center in Meridian, Mississippi. I have also enclosed a descriptive brochure on the CORE Scholarship, Education and Defense Fund for your future use.

Thank you so much for your interest and concern.

Sincerely yours,

Marvin Rich
Executive Director

MR:hm
Enclosures

June 29, 1965

Mr. Michael Barron
430 Park Avenue
New York, New York 10022

Dear Mike:

I suppose you have a copy of Carl Rachlin's letter of June 8. It has only recently reached me--we have a very efficient postoffice set-up.

I would like your comments on his letter. It seems to me that on the whole that (accept for bail) all he is asking for is reassurance. But, perhaps I am wrong. But in any case, I would like to have your comments on this.

Cordially,

Marvin Rich

MR:hm

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JUN 30 1965

RECEIV
JUL 1 1965
CORE SEDF

Mr. Marvin Rich
Congress of Racial Equality
38 Park Row
New York, New York 10038

Re: Scholarship and Defense Fund

Thanks, Mr. Rich,
for giving us the opportunity to make recommendations for the above.

Unfortunately at this time we do not feel we can service your account until the balance owed to us on previous orders has been paid ($2,010,00).

We'd enjoy working with you but I'm sure you understand our position.

Richard Hammond

29 June 65 / Richard Hammond

MEMBER NATIONAL COUNCIL MAILING LIST BROKERS

a national organization with affiliated local groups working

CONGRESS OF RACIAL EQUALITY
CORE

to abolish racial discrimination by direct, nonviolent methods

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JUL 2 1965

CORE SEDF

103 North Tenth Street
Monroe, Louisiana
June 30, 1965

James Farmer
national director

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director of organization
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community relations director

Mr. Marvin Rich
CORE SEDF
150 Nassau Street
New York, N.Y. 10038

Dear Marv:

Thanks for your letter and I'm sorry about the confusion. They told us that they made the decision down here, and they told me I had been accepted. Enclosed is a completed application.

If you have any opinions about the Upland Institute of the Crozer Foundation, I'd appreciate knowing them. I've been accepted to go there in September, and Goddard has agreed to give me a year's credit for the time spent there. It looks extremely worthwhile, but it is kind of vague, and I'd like some other people's opinions before I invest a year in their program.

It looks like the Louisiana Project is going to work- at least from the way things look in Monroe. We've redefined what is successful and CORE's role, and are now working on what I think will be the first large-scale success of the Southern Movement. Many of the techniques will apply to the North as well as the South, and I'm anxious to sit down with Ham Banks, Roger Kahn, John Dickson, and the others I've worked with in the slums and talk out the application of our work to the Northern ghetto and then go into South Jamaica and try them out. I suppose SDS is doing good things using some of the methods we are, and from what I hear, Cleveland CORE is too. CORE is the ideal group to use good community organization in the North, if only there weren't those damn factions and the ego problem. But we shall overcome the CORE chapter problems someday. There is so much I want to do- I wish college would be over with, but I guess it's necessary.

When the hell are Norm and friends going to start their movement? In a way, I almost hope they wait until I'm out of school.

If SEDF would donate a typewriter to the Monroe Project, I'd write neater letters.

Again, I'd appreciate any opinions on Upland.

Oh, there 's a local girl attending college here this summer until the latter part of July. Could she apply for a field fellowship for the remaining five weeks or so(getting half the money or whatever)?

Happy long hot summer in New York, and if you come South, stop in here at Monroe.

For peade and freedom,

Dan Rosenberg Me